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ABSTRACT

Through its annual salary survey, the Illinois Community College Board gathers data about compensation received by employees in the 50 public community colleges in the state. This report contains data for fiscal year (FY) 1994 on contractual base salaries for full-time faculty; salary rates for part-time faculty, full-time faculty overload and summer term; salary schedules for full-time faculty with a master's degree; and institutional policies related to faculty salaries and contracts. Also, information is presented on contractual base salaries for non-teaching professional and administrative staff for FY 1994, salaries paid to selected administrators, a summary of FY 1994 monthly classified staff salaries, and FY 1993 fringe benefits for all full-time employees. Finally, the report provides FY 1994 mean percentage salary increases for all employees, the average total salary actually paid in FY 1993, and average salaries and increases from 1990 through 1994. Highlighted findings include the following: (1) FY 1993 average total salaries paid to full-time employees (including all overloads and compensation) were $47,845 for faculty, $51,481 for administrators, and $33,859 for other (non-teaching) professionals; (2) average contractual base salaries for FY 1994 were $45,817 for faculty, $53,469 for administrators, and $44,615 for other (non-teaching) professionals; and (3) FY 1994 salary rates per credit hour were $345 for part-time faculty, $483 for full-time faculty overload, and $563 for full-time faculty summer term. Detailed data tables with comparative information for the different institutions in the system are provided. (PAA)

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# *Fall 1993 Salary Survey Report*
## *for the*
## *Illinois Public Community Colleges*

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## HIGHLIGHTS OF THE FALL 1993 SALARY SURVEY REPORT

1. Fiscal Year 1993 Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time faculty between July 1, 1992 and June 30, 1993.

| | |
|---|---|
| Faculty (9 and 12 month) | $47,845 |
| Administrative (12 month) | $51,481 |
| Other (Nonteaching) Professional (9 and 12 month) | $33,859 |

2. Fiscal Year 1993 Average Cost of Fringe Benefits for Full-Time Employees.

| | |
|---|---|
| Full-Time Faculty (9 month) | $ 5,044 |
| Administrative (12 month) | $ 4,751 |
| Other (Nonteaching) Professional (9 month) | $ 3,961 |
| Classified (12 month) | $ 4,038 |

3. Fiscal Year 1994 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel.

| | |
|---|---|
| Faculty (9 month) | $45,817 |
| Administrative (12 month) | $53,469 |
| Other (Nonteaching) Professional (9 month) | $44,615 |

4. Fiscal Year 1994 Weighted Average Salary Increases.

| | |
|---|---|
| Faculty (9 month) | 5.2% |
| Administrative (12 month) | 6.2% |
| Other (Nonteaching) Professional (9 month) | 5.8% |
| Classified (12 month) | 6.7% |

5. Fiscal Year 1994 Average Salary Rates.

| | |
|---|---|
| Part-Time Faculty Rate | $345/credit hour |
| Full-Time Faculty Overload Rate | $483/credit hour |
| Full-Time Faculty Summer Rate | $563/credit hour |

6. Fiscal Year 1994 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's Degree.

| | |
|---|---|
| Master's Degree, Plus Zero Hours (No Experience) . . . . . | $24,935 |
| Master's Degree, Plus Zero Hours (5 Years Experience . . . . . | $29,460 |
| Master's Degree, Maximum Hours (5 Years Experience) . . . . . | $35,678 |
| Master's Degree, Maximum Hours (Maximum Experience) . . . . | $53,233 |

Illinois Community College Board

# FALL 1993 SALARY SURVEY REPORT FOR THE ILLINOIS PUBLIC COMMUNITY COLLEGES

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# INTRODUCTION

Through its annual salary survey, the Illinois Community College Board (ICCB) gathers data about compensation received by employees in the 49 Illinois public community colleges. In an attempt to minimize the number of separate requests for salary data received by the public colleges, ICCB staff uses these data on the colleges' behalf to respond to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested persons.

This report contains faculty salary data which are based on actual contracts, salaries from faculty salary schedules, part-time faculty salary rates, and overload faculty salary rates. Also included are administrative salaries, other (nonteaching) professional salaries, average faculty load information, salaries for positions similar to Universities Civil Service classifications, salaries of selected administrators, and fiscal year 1993 total salaries actually paid to faculty, administrators, other (nonteaching) professionals, and classified staff.

Section I

## FISCAL YEAR 1994 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 1 summarizes the ranges of salaries for full-time faculty on 9-month contracts for fiscal year 1994.

Table 2 identifies the lowest, average, highest, and median academic year contractual base salaries of full-time faculty with 9-month contracts at each community college in Illinois. Table 3 provides the same information for full-time faculty with 12-month contracts.

The low salaries represent the lowest contractual base salary actually paid to a full-time faculty member at each of the community college districts and may be different from salary schedule salaries which are reported in Tables 7 and 8.

The high salaries represent the highest contractual base salary actually paid to full-time teaching faculty members for an academic year at each of the colleges. The mean salaries represent the weighted average of all full-time teaching faculty salaries at each community college district. Statewide average salary data reported throughout this report are weighted average salary data. The median salaries reported are those which are the middle salary at each college. The median salary is generally considered to be the most appropriate measure of central tendency for salary data within a given college since it is not affected by extreme high or low salaries; however, it is not as meaningful when reporting statewide composite median salary data. The statewide median figure reported is an average of individual medians reported.

Table 1

### SUMMARY OF FISCAL YEAR 1994 (9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | District Range | | State Average |
|---|---|---|---|
| | Low - | High | |
| Low Faculty Salaries | $20,557 | $33,529 | $25,944 |
| Average Faculty Salaries | $24,864 | $59,413 | $45,817 |
| High Faculty Salaries | $30,000 | $77,426 | $54,600 |
| Median Faculty Salaries | $24,580 | $63,649 | $42,039 |

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Table 2

FISCAL YEAR 1994 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MOS.)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | | Number Of Staff | Range of FY 1994 Salaries | | | Median Salary |
|---|---|---|---|---|---|---|
| | | | Lowest | Average | Highest | |
| 522 | BELLEVILLE | 108 | $27,333 | $46,341 | $61,661 | $50,389 |
| 503 | BLACK HAWK | 144 | 25,176 | 40,447 | 54,191 | 39,762 |
| 508 | CHICAGO | 846 | 23,998 | 51,505 | 72,420 | 53,217 |
| 507 | DANVILLE | 54 | 21,869 | 33,499 | 43,654 | 34,009 |
| 502 | DUPAGE | 288 | 27,269 | 49,511 | 63,834 | 46,744 |
| 509 | ELGIN | 102 | 30,478 | 52,707 | 65,239 | 54,197 |
| 512 | HARPER | 193 | 29,956 | 54,581 | 70,780 | 58,407 |
| 540 | HEARTLAND | 6 | 29,850 | 34,337 | 42,286 | 31,203 |
| 519 | HIGHLAND | 48 | 22,657 | 40,690 | 53,082 | 39,695 |
| 514 | ILLINOIS CENTRAL | 175 | 24,600 | 41,032 | 55,125 | 42,105 |
| 529 | ILLINOIS EASTERN | 95 | 20,557 | 31,475 | 42,300 | 30,580 |
| 513 | ILLINOIS VALLEY | 73 | 26,028 | 38,978 | 48,436 | 37,232 |
| 525 | JOLIET | 147 | 28,952 | 47,083 | 61,498 | 46,148 |
| 520 | KANKAKEE | 49 | 24,611 | 37,949 | 50,651 | 37,913 |
| 501 | KASKASKIA | 54 | 21,868 | 38,945 | 50,850 | 38,945 |
| 523 | KISHWAUKEE | 67 | 22,500 | 34,645 | 51,469 | 33,750 |
| 532 | LAKE COUNTY | 163 | 33,529 | 59,413 | 70,843 | 63,649 |
| 517 | LAKE LAND | 94 | 24,234 | 35,937 | 53,046 | 33,774 |
| 536 | LEWIS & CLARK | 75 | 27,328 | 42,837 | 54,044 | 44,549 |
| 526 | LINCOLN LAND | 112 | 24,587 | 44,434 | 53,822 | 46,494 |
| 530 | LOGAN | 87 | 29,136 | 40,285 | 52,291 | 39,776 |
| 528 | MC HENRY | 65 | 27,560 | 40,816 | 57,720 | 41,600 |
| 524 | MORAINE VALLEY | 161 | 23,678 | 45,942 | 63,300 | 46,392 |
| 527 | MORTON | 52 | 29,848 | 48,684 | 58,385 | 49,872 |
| 535 | OAKTON | 133 | 31,853 | 54,616 | 77,426 | 58,629 |
| 505 | PARKLAND | 146 | 24,710 | 43,124 | 58,917 | 43,627 |
| 515 | PRAIRIE STATE | 79 | 27,818 | 42,473 | 56,300 | 43,401 |
| 521 | REND LAKE | 59 | 26,406 | 37,180 | 48,098 | 36,741 |
| 537 | RICHLAND | 48 | 23,511 | 37,657 | 46,444 | 39,788 |
| 511 | ROCK VALLEY | 128 | 28,368 | 43,371 | 55,818 | 42,642 |
| 518 | SANDBURG | 54 | 21,176 | 34,541 | 45,863 | 34,016 |
| 506 | SAUK VALLEY | 50 | 22,960 | 36,434 | 49,481 | 35,816 |
| 531 | SHAWNEE | 41 | 23,368 | 33,350 | 47,156 | 32,030 |
| 510 | SOUTH SUBURBAN | 112 | 29,308 | 47,972 | 63,705 | 48,276 |
| 533 | SOUTHEASTERN | 47 | 26,388 | 33,444 | 47,091 | 37,665 |
| 534 | SPOON RIVER | 34 | 25,005 | 35,313 | 44,415 | 34,710 |
| 601 | STATE COMM. COLL. | 33 | 23,175 | 34,201 | 41,387 | 32,747 |
| 504 | TRITON | 189 | 24,719 | 51,923 | 66,608 | 55,088 |
| 516 | WAUBONSEE | 65 | 29,777 | 41,876 | 54,349 | 41,412 |
| 539 | WOOD | 17 | 21,600 | 24,864 | 30,000 | 24,580 |
| | TOTAL/AVERAGES | 4,493 | $25,944 | $45,817 | $54,600 | $42,039 |

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Table 3

FISCAL YEAR 1994 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MOS.)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | | Number Of Staff | Range of FY 1994 Salaries | | | Median Salary |
|---|---|---|---|---|---|---|
| | | | Lowest | Average | Highest | |
| 522 | BELLEVILLE | 6 | $39,546 | $51,582 | $74,632 | $46,617 |
| 503 | BLACK HAWK | 2 | 36,684 | 39,411 | 39,411 | 42,137 |
| 508 | CHICAGO | -- | -- | -- | -- | -- |
| 507 | DANVILLE | 1 | 32,154 | 32,154 | 32,154 | 32,154 |
| 502 | DUPAGE | -- | -- | -- | -- | -- |
| 509 | ELGIN | -- | -- | -- | -- | -- |
| 512 | HARPER | -- | -- | -- | -- | -- |
| 540 | HEARTLAND | 15 | 28,080 | 31,560 | 43,843 | 34,897 |
| 519 | HIGHLAND | -- | -- | -- | -- | -- |
| 514 | ILLINOIS CENTRAL | 7 | 24,273 | 29,033 | 31,280 | 30,121 |
| 529 | ILLINOIS EASTERN | 14 | 26,974 | 35,014 | 35,632 | 35,632 |
| 513 | ILLINOIS VALLEY | -- | -- | -- | -- | -- |
| 525 | JOLIET | -- | -- | -- | -- | -- |
| 520 | KANKAKEE | 4 | 43,777 | 50,898 | 59,065 | 52,496 |
| 501 | KASKASKIA | -- | -- | -- | -- | -- |
| 523 | KISHWAUKEE | -- | -- | -- | -- | -- |
| 532 | LAKE COUNTY | -- | -- | -- | -- | -- |
| 517 | LAKE LAND | 13 | 29,131 | 33,899 | 41,265 | 33,021 |
| 536 | LEWIS & CLARK | -- | -- | -- | -- | -- |
| 526 | LINCOLN LAND | -- | -- | -- | -- | -- |
| 530 | LOGAN | -- | -- | -- | -- | -- |
| 528 | MC HENRY | -- | -- | -- | -- | -- |
| 524 | MORAINE VALLEY | -- | -- | -- | -- | -- |
| 527 | MORTON | -- | -- | -- | -- | -- |
| 535 | OAKTON | -- | -- | -- | -- | -- |
| 505 | PARKLAND | -- | -- | -- | -- | -- |
| 515 | PRAIRIE STATE | -- | -- | -- | -- | -- |
| 521 | REND LAKE | 1 | 64,646 | 64,646 | 64,646 | 64,646 |
| 537 | RICHLAND | -- | -- | -- | -- | -- |
| 511 | ROCK VALLEY | 8 | 26,468 | 29,062 | 31,237 | 29,413 |
| 518 | SANDBURG | -- | -- | -- | -- | -- |
| 506 | SAUK VALLEY | 1 | 42,929 | 42,929 | 42,929 | 42,929 |
| 531 | SHAWNEE | 1 | 31,241 | 31,241 | 31,241 | 31,241 |
| 510 | SOUTH SUBURBAN | -- | -- | -- | -- | -- |
| 533 | SOUTHEASTERN | 6 | 28,396 | 31,150 | 34,627 | 31,200 |
| 534 | SPOON RIVER | -- | -- | -- | -- | -- |
| 601 | STATE COMM. COLL. | -- | -- | -- | -- | -- |
| 504 | TRITON | -- | -- | -- | -- | -- |
| 516 | WAUBONSEE | -- | -- | -- | -- | -- |
| 539 | WOOD | 28 | 22,640 | 31,936 | 50,227 | 30,733 |
| | TOTAL/AVERAGES | 107 | $34,067 | $33,693 | $43,728 | $38,374 |

-- = Not Applicable

Section II

## FISCAL YEAR 1994 PART-TIME FACULTY SALARY RATES AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 4 summarizes part-time faculty and full-time faculty overload and summer term salary rates in Illinois public community colleges during fiscal year 1994.

Table 5 presents the average part-time faculty salary rates per semester credit hour and full-time faculty overload rates by each community college district. The first column shows the part-time faculty rate per course credit hour. This rate is the amount paid to part-time teachers who might, for example, teach a night class at an extension center. The second column shows the overload rate for full-time faculty for the academic year. This rate represents the amount paid to full-time faculty for teaching courses above the full-time load during the academic year. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column reflects the amount received by full-time faculty members for teaching a class during the summer term. Community colleges have many different bases for determining part-time faculty rates as well as overload rates. Some colleges pay a flat rate per course or a flat rate per term, other colleges base their rates on contact hours or credit hours, and still others pay an hourly rate. In addition, the overload rates for full-time faculty are based on a percentage of that faculty member's actual salary at some colleges.

Table 4

### STATE SUMMARY OF FISCAL YEAR 1994 PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM SALARY RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | Lowest | Average | Highest |
|---|---|---|---|
| Overload Rates (Full-time Faculty) | $236 | $484 | $1,177 |
| Summer Term Rates (Full-time Faculty) | $300 | $560 | $1,238 |
| Part-time Faculty Rates | $236 | $346 | $ 519 |

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Table 5

FISCAL YEAR 1994 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | | Part-time Faculty Rate Per Course Credit Hour | Full-time Faculty Rate Per Course Credit Hour | |
|---|---|---|---|---|
| | | | Overload Rate for Academic Year | Rate for Summer Term |
| 522 | BELLEVILLE | 370 | 684 | 694 |
| 503 | BLACK HAWK | 373 | 525 | 460 |
| 508 | CHICAGO | DNA | * | * |
| 507 | DANVILLE | 320 | 375 | 405 |
| 502 | DUPAGE | 416 | 434 | 1,238 |
| 509 | ELGIN | 350 | 450 | 550 |
| 512 | HARPER | 460 | 500 | 630 |
| 540 | HEARTLAND | 400 | -- | 400 |
| 519 | HIGHLAND | 293 | 646 | 646 |
| 514 | ILLINOIS CENTRAL | 361 | 450 | 1,168 |
| 529 | ILLINOIS EASTERN | 236 | 236 | 375 |
| 513 | ILLINOIS VALLEY | 401 | 350 | 475 |
| 525 | JOLIET | 384 | 415 | 415 |
| 520 | KANKAKEE | 350 | 436 | 446 |
| 501 | KASKASKIA | 270 | 407 | 407 |
| 523 | KISHWAUKEE | 256 | 620 | 620 |
| 532 | LAKE COUNTY | 420 | 465 | 465 |
| 517 | LAKE LAND | 300 | 325 | 325 |
| 536 | LEWIS & CLARK | 360 | 375 | 375 |
| 526 | LINCOLN LAND | 407 | 610 | 630 |
| 530 | LOGAN | 344 | 430 | 518 |
| 528 | MC HENRY | 350 | 350 | 350 |
| 524 | MORAINE VALLEY | 300 | 755 | 1,017 |
| 527 | MORTON | 328 | 328 | 328 |
| 535 | OAKTON | 519 | 500 | 500 |
| 505 | PARKLAND | 470 | 470 | 665 |
| 515 | PRAIRIE STATE | 300 | 350 | 300 |
| 521 | REND LAKE | 310 | 725 | 725 |
| 537 | RICHLAND | 404 | 471 | 684 |
| 511 | ROCK VALLEY | 332 | 435 | 559 |
| 518 | SANDBURG | 318 | 290 | 410 |
| 506 | SAUK VALLEY | 300 | 350 | 350 |
| 531 | SHAWNEE | 275 | 400 | 300 |
| 510 | SOUTH SUBURBAN | 307 | 753 | 753 |
| 533 | SOUTHEASTERN | 270 | 415 | 465 |
| 534 | SPOON RIVER | 275 | 1,177 | 1,059 |
| 601 | STATE COMM. COLL. | 290 | 425 | 425 |
| 504 | TRITON | 331 | 600 | 805 |
| 516 | WAUBONSEE | 350 | 480 | 547 |
| 539 | WOOD | 375 | 375 | 375 |
| | AVERAGES | $346 | $484 | $560 |

DNA = Data Not Available
-- = Not Applicable
*Calculated as a percentage of base salary

Section III

## SALARIES BASED ON FISCAL YEAR 1994 SALARY SCHEDULES FOR FULL-TIME FACULTY WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

A summary of fiscal year 1994 salary schedule ranges and averages for master's degree faculty is shown in Table 6.

Table 7 provides the fiscal year 1994 salary schedule salaries at each community college in Illinois. These salaries are based on the salary schedules at the colleges and not on the actual salaries paid.

Table 6

### SUMMARY OF FISCAL YEAR 1994 SALARY SCHEDULE SALARIES FOR FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Base Salary Schedule Categories | District Range Low | - High | State Average |
|---|---|---|---|
| Master's Degree, Plus Zero Hours (No Experience) | $19,414 | $31,781 | $24,935 |
| Master's Degree, Plus Zero Hours (5 Years Experience) | $23,721 | $39,372 | $29,460 |
| Master's Degree, Maximum Hours (5 Years Experience) | $25,881 | $48,774 | $35,678 |
| Master's Degree, Maximum Hours (Maximum Experience/Highest Salary) | $31,000 | $75,678 | $53,233 |

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Table 7

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY WITH MASTER'S DEGREES AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 1994

| | | Base Salary Master's Degree 0 Hours 0 Years Exp | Base Salary Master's Degree 0 Hours 5 Years Exp | Base Salary Master's Degree Max Hours 5 Years Exp | Highest Salary Master's Degree Max Hours Max Exp |
|---|---|---|---|---|---|
| 522 | BELLEVILLE | $29,237 | $32,377 | $35,400 | $50,424 |
| 503 | BLACK HAWK | 22,603 | 26,367 | 32,711 | 48,821 |
| 508 | CHICAGO | 25,058 | 29,880 | 33,168 | 75,678 |
| 507 | DANVILLE | 22,154 | -- | -- | 46,154 |
| 502 | DUPAGE | 24,790 | 32,227 | 40,284 | 63,834 |
| 509 | ELGIN | 25,829 | 31,641 | 43,123 | 62,133 |
| 512 | HARPER | 28,128 | 30,915 | 42,624 | 70,780 |
| 540 | HEARTLAND | -- | -- | -- | -- |
| 519 | HIGHLAND | 25,843 | 31,348 | 38,506 | 51,660 |
| 514 | ILLINOIS CENTRAL | 24,360 | -- | -- | 55,125 |
| 529 | ILLINOIS EASTERN | 20,785 | -- | -- | 35,117 |
| 513 | ILLINOIS VALLEY | 26,028 | 28,229 | 33,399 | 47,333 |
| 525 | JOLIET | 28,757 | 29,954 | 34,606 | 60,052 |
| 520 | KANKAKEE | 22,413 | 26,619 | 32,386 | 52,424 |
| 501 | KASKASKIA | 21,071 | 25,101 | 30,806 | 50,150 |
| 523 | KISHWAUKEE | -- | -- | -- | -- |
| 532 | LAKE COUNTY | 31,781 | 39,372 | 48,774 | 67,149 |
| 517 | LAKE LAND | 24,234 | 25,859 | 27,785 | -- |
| 536 | LEWIS & CLARK | 27,328 | 29,694 | 32,265 | 49,873 |
| 526 | LINCOLN LAND | 22,732 | 26,593 | 30,785 | 51,259 |
| 530 | LOGAN | 27,274 | 31,074 | 35,414 | 52,291 |
| 528 | MC HENRY | 24,000 | 32,240 | 42,380 | 62,660 |
| 524 | MORAINE VALLEY | 23,678 | 26,851 | 39,080 | 66,636 |
| 527 | MORTON | 29,848 | 36,145 | 39,773 | 56,085 |
| 535 | OAKTON | 27,989 | 30,565 | 40,063 | 68,150 |
| 505 | PARKLAND | 24,000 | 26,000 | 28,500 | 31,000 |
| 515 | PRAIRIE STATE | 23,231 | 27,818 | 33,702 | 55,821 |
| 521 | REND LAKE | 26,406 | 29,166 | 33,961 | 47,413 |
| 537 | RICHLAND | 22,607 | 27,128 | 32,780 | 46,344 |
| 511 | ROCK VALLEY | 27,270 | 31,662 | 36,054 | 53,622 |
| 518 | SANDBURG | 19,971 | 23,721 | 25,881 | 38,956 |
| 506 | SAUK VALLEY | 21,733 | 24,931 | 36,581 | 50,858 |
| 531 | SHAWNEE | 24,650 | 28,040 | 32,240 | 47,156 |
| 510 | SOUTH SUBURBAN | 26,968 | 31,853 | 38,753 | 61,256 |
| 533 | SOUTHEASTERN | 25,514 | 28,829 | 32,432 | 46,576 |
| 534 | SPOON RIVER | 21,677 | 26,114 | -- | 43,306 |
| 601 | STATE COMM COLL | 19,414 | -- | -- | 38,071 |
| 504 | TRITON | 24,234 | 30,927 | 38,107 | 59,017 |
| 516 | WAUBONSEE | 28,999 | 32,934 | 39,382 | 53,219 |
| 539 | WOOD | -- | -- | -- | -- |
| | AVERAGES | $24,935 | $29,460 | $35,678 | $53,233 |

-- = Not Applicable

Section IV

## INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 1994

Table 8 summarizes the institutional policies related to faculty salaries and faculty contracts at each public community college district in Illinois. These policies often have a considerable impact on the salaries presented elsewhere in this report. The average number of weekly class contact hours per full-time instructional faculty, for example, has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty.

Table 9 shows these institutional policies for each college. Of the 40 community college districts in Illinois reporting, 15 have professional rank, although not all of these use rank as a criteria for salary determinations. Thirty-six public community college districts reported that they have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Accordingly, although the state average number of required weekly hours for the faculty does not total 40 hours, most faculty members spend over 40 hours per week on their full-time assignments.

Table 8

### SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 1994

| | Range | | State Average |
|---|---|---|---|
| | Low | High | |
| Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours) | 24 | 31 | 29.7 |
| Average Weekly Class Contact Hours Required for Full-time Teaching Faculty | 12 | 25 | 15.8 |
| Average Weekly Office/Academic Advising Hours | 4 | 15 | 7.2 |
| Length of Full-time Faculty Academic Year Contract in Weeks | 30 | 52 | 35.2 |

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Table 9

## INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1994

| | | Ave. Yearly Semester Hours | Ave. Weekly Class Contact Hours | Ave. Weekly Office/ Adv. Hours | Professional Rank | Length of Academic Year | Master Contract | Multiple Year Contract | Number of Years in Contract | Full-Time Faculty Salary Schedule | Collective Bargaining | Recognized College Negotiating Body |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 522 | BELLEVILLE | 30 | 15 | 10 | No | 36 | Yes | No | 1 | Yes | Yes | IFT/AFT, AAUP |
| 503 | BLACK HAWK | 30 | 25 | 5 | Yes | 32 | Yes | Yes | 4 | Yes | Yes | IFT/AFT |
| 508 | CHICAGO | 24 | 12 | 4 | Yes | 36 | Yes | Yes | 4 | Yes | Yes | CCTU |
| 507 | DANVILLE | 30 | 20 | 10 | No | 35 | Yes | Yes | 2 | Yes | Yes | IEA/NEA |
| 502 | DUPAGE | 30 | 15 | 10 | Yes | 39 | Yes | Yes | 3 | Yes | Yes | IEA/NEA |
| 509 | ELGIN | 31 | 15 | 10 | Yes | 36 | Yes | Yes | 2 | Yes | Yes | IFT/AFT |
| 512 | HARPER | 30 | 15 | 10 | Yes | 32 | Yes | Yes | 3 | Yes | Yes | CCTU |
| 540 | HEARTLAND | 27 | 14 | 10 | No | 32 | No | -- | -- | No | No | -- |
| 519 | HIGHLAND | 30 | 16 | 5 | No | 36 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 514 | ILLINOIS CENTRAL | 27 | 16 | 5 | Yes | 32 | Yes | Yes | 3 | Yes | Yes | Faculty Assn. |
| 529 | ILLINOIS EASTERN | 30 | DNA | 5 | No | 39 | Yes | Yes | 3 | Yes | Yes | IEA/NEA |
| 513 | ILLINOIS VALLEY | 30 | 15 | 10 | No | 36 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 525 | JOLIET | 30 | 15 | 5 | No | 32 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 520 | KANKAKEE | 30 | 15 | 7.5 | No | 40 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 501 | KASKASKIA | 30 | 20 | 5 | No | 32 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 523 | KISHWAUKEE | 30 | 17 | 5 | No | 34 | Yes | Yes | 3 | No | Yes | IFT/AFT |
| 532 | LAKE COUNTY | 30 | 15 | 10 | Yes | 34 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 517 | LAKE LAND | 30 | 15 | 5 | No | 35 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 536 | LEWIS & CLARK | 30 | 15 | 10 | Yes | 32 | Yes | Yes | 3 | Yes | Yes | IEA/NEA |
| 526 | LINCOLN LAND | 25 | 16 | 6 | No | 34 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 530 | LOGAN | 30 | 15 | 10 | Yes | 39 | Yes | Yes | 3 | Yes | Yes | IEA/NEA |
| 528 | MC HENRY | 30 | 15 | 5 | No | 30 | Yes | Yes | 2 | Yes | Yes | IEA/NEA |
| 524 | MORAINE VALLEY | 30 | DNA | 4 | Yes | 34 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 527 | MORTON | 30 | 15 | 5 | No | 35 | Yes | Yes | 3 | Yes | Yes | IFT/AFT |
| 535 | OAKTON | 30 | 15 | 10 | Yes | 32 | Yes | Yes | 3 | Yes | Yes | IEA/NEA |
| 505 | PARKLAND | 31 | 16 | 5 | Yes | 32 | Yes | Yes | 3 | Yes | Yes | Faculty Assn. |
| 515 | PRAIRIE STATE | 30 | 15 | 5 | No | 34 | Yes | Yes | 2 | Yes | Yes | IFT/AFT |
| 521 | REND LAKE | 31 | 18 | 5 | No | 36 | No | -- | -- | Yes | Yes | IFT/AFT |
| 537 | RICHLAND | 30 | 17 | 5 | Yes | 32 | Yes | Yes | 2 | Yes | Yes | IFT/AFT |
| 511 | ROCK VALLEY | 30 | 15 | 7.5 | No | 33 | No | -- | -- | Yes | No | -- |
| 518 | SANDBURG | 30 | 15 | 5 | Yes | 32 | Yes | Yes | 3 | Yes | Yes | Faculty Assn. |
| 506 | SAUK VALLEY | 30 | 15 | 7 | Yes | 35 | Yes | Yes | 2 | Yes | Yes | IEA/NEA |
| 531 | SHAWNEE | 30 | 15 | 10 | No | 39 | Yes | Yes | 3 | Yes | Yes | IEA/NEA |
| 510 | SOUTH SUBURBAN | 30 | 15 | 5 | No | 36 | Yes | Yes | 2 | Yes | Yes | IFT/AFT |
| 533 | SOUTHEASTERN | 30 | 15 | 15 | No | 39 | Yes | Yes | 2 | Yes | Yes | IEA/NEA |
| 534 | SPOON RIVER | 30 | 18 | 8 | No | 39 | Yes | Yes | 2 | Yes | Yes | IEA/NEA |
| 601 | STATE COMM. COLL. | 30 | 15 | 10 | No | 36 | Yes | No | 1 | Yes | Yes | IFT/AFT |
| 504 | TRITON | 30 | DNA | 5 | No | 30 | Yes | Yes | 2 | Yes | Yes | IFT/AFT |
| 516 | WAUBONSEE | 30 | 16 | 5 | No | 36 | Yes | Yes | 2 | Yes | Yes | IFT/AFT |
| 539 | WOOD | 31 | 14 | 10 | No | 52 | No | -- | -- | No | No | -- |
| | AVERAGES/TOTALS | 29.7 | 15.8 | 7.2 | N=25<br>Y=15 | 35.2 | N=4<br>Y=36 | N=2<br>Y=34<br>NA=4 | 1=2<br>2=11<br>3=21<br>4=2<br>NA=4 | Y=37<br>N=3 | Y=37<br>N=3 | IEA/NEA=11<br>IFT/AFT=20<br>Fac. Assn.=3<br>IFT/AFT/AAUP=1<br>CCTU=2<br>NA=3 |

DNA = Data Not Available
-- = Not Applicable

Section V

## FISCAL YEAR 1994 CONTRACTUAL BASE SALARIES FOR OTHER (NONTEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 10 summarizes the range of fiscal year 1994 salaries for other professional staff in Illinois public community colleges. Tables 11 and 12 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other (nonteaching) professionals (9-month and 12-month) at each community college in Illinois. Other professional staff include counselors, librarians, and instructional support staff such as curriculum coordinators. Even though some colleges may classify some of these personnel types as nonteaching faculty, they were asked to report them in this category.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other (nonteaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (nonteaching) professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other (nonteaching) professional staff with 9-month contracts was $44,615. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was $30,696.

Table 10

### SUMMARY OF FISCAL YEAR 1994 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO OTHER (NONTEACHING) PROFESSIONALS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | District Range Low - High | | State Average |
|---|---|---|---|
| Lowest Salaries (9 month) | $14,000 | $47,333 | $28,755 |
| Lowest Salaries (12 month) | $10,874 | $49,872 | $23,119 |
| Average Salaries (9 month) | $16,861 | $62,132 | $44,615 |
| Average Salaries (12 month) | $22,741 | $54,988 | $30,696 |
| Highest Salaries (9 month) | $18,065 | $70,843 | $51,229 |
| Highest Salaries (12 month) | $30,576 | $68,935 | $45,971 |
| Median Salaries (9 month) | $17,854 | $67,149 | $40,410 |
| Median Salaries (12 month) | $21,555 | $56,085 | $32,283 |

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Table 11

FISCAL YEAR 1994 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MOS.)

| | | Number Of Staff | Range of FY 1994 Salaries | | | Median Salary |
|---|---|---|---|---|---|---|
| | | | Lowest | Average | Highest | |
| 522 | BELLEVILLE | 4 | 31,593 | 45,418 | 51,335 | 49,372 |
| 503 | BLACK HAWK | 5 | 31,475 | 35,711 | 43,493 | 35,057 |
| 508 | CHICAGO | 74 | 25,058 | 49,173 | 66,318 | 53,217 |
| 507 | DANVILLE | 5 | 22,238 | 30,380 | 39,422 | 28,590 |
| 502 | DUPAGE | 31 | 34,706 | 53,108 | 63,834 | 50,532 |
| 509 | ELGIN | 9 | 35,127 | 48,701 | 65,239 | 42,372 |
| 512 | HARPER | 23 | 29,956 | 48,714 | 70,780 | 48,348 |
| 540 | HEARTLAND | -- | -- | -- | -- | -- |
| 519 | HIGHLAND | -- | -- | -- | -- | -- |
| 514 | ILLINOIS CENTRAL | 6 | 34,060 | 46,214 | 54,015 | 45,885 |
| 529 | ILLINOIS EASTERN | 2 | 15,656 | 16,861 | 18,065 | 18,065 |
| 513 | ILLINOIS VALLEY | 4 | 47,333 | 47,333 | 47,333 | 47,333 |
| 525 | JOLIET | 10 | 38,711 | 48,031 | 61,498 | 39,803 |
| 520 | KANKAKEE | -- | -- | -- | -- | -- |
| 501 | KASKASKIA | 4 | 29,140 | 40,602 | 50,850 | 41,209 |
| 523 | KISHWAUKEE | 13 | 18,300 | 27,807 | 36,791 | 27,900 |
| 532 | LAKE COUNTY | 18 | 35,375 | 62,132 | 70,843 | 67,149 |
| 517 | LAKE LAND | 12 | 18,000 | 30,087 | 53,828 | 26,966 |
| 536 | LEWIS & CLARK | -- | -- | -- | -- | -- |
| 526 | LINCOLN LAND | 4 | 44,280 | 49,545 | 53,822 | 52,541 |
| 530 | LOGAN | -- | -- | -- | -- | -- |
| 528 | MC HENRY | 9 | 27,560 | 43,131 | 51,740 | 47,840 |
| 524 | MORAINE VALLEY | 24 | 18,521 | 38,427 | 56,627 | 35,285 |
| 527 | MORTON | -- | -- | -- | -- | -- |
| 535 | OAKTON | 20 | 34,082 | 56,912 | 68,150 | 62,004 |
| 505 | PARKLAND | 9 | 21,360 | 33,061 | 52,935 | 27,839 |
| 515 | PRAIRIE STATE | 5 | 41,354 | 48,861 | 55,821 | 49,519 |
| 521 | REND LAKE | 8 | 14,000 | 21,287 | 31,444 | 17,854 |
| 537 | RICHLAND | -- | -- | -- | -- | -- |
| 511 | ROCK VALLEY | 6 | 25,000 | 51,038 | 62,020 | 55,076 |
| 518 | SANDBURG | 3 | 27,401 | 30,501 | 32,051 | 32,051 |
| 506 | SAUK VALLEY | 5 | 14,478 | 28,516 | 44,334 | 28,554 |
| 531 | SHAWNEE | -- | -- | -- | -- | -- |
| 510 | SOUTH SUBURBAN | 12 | 31,852 | 44,654 | 58,898 | 43,245 |
| 533 | SOUTHEASTERN | 7 | 22,317 | 26,474 | 32,364 | 29,713 |
| 534 | SPOON RIVER | 1 | 35,542 | 35,542 | 35,542 | 35,542 |
| 601 | STATE COMM. COLL. | -- | -- | -- | -- | -- |
| 504 | TRITON | 18 | 25,954 | 38,714 | 61,673 | 38,751 |
| 516 | WAUBONSEE | 5 | 32,226 | 38,055 | 45,806 | 34,675 |
| 539 | WOOD | -- | -- | -- | -- | -- |
| | TOTAL/AVERAGES | 356 | $28,755 | $44,615 | $51,229 | $40,410 |

-- = Not Applicable

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Table 12

FISCAL YEAR 1994 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MOS.)

| | | Number Of Staff | Range of FY 1994 Salaries | | | Median Salary |
|---|---|---|---|---|---|---|
| | | | Lowest | Average | Highest | |
| 522 | BELLEVILLE | 7 | 42,986 | 54,988 | 68,935 | 55,003 |
| 503 | BLACK HAWK | 5 | 28,258 | 39,244 | 47,376 | 39,925 |
| 508 | CHICAGO | 96 | 14,500 | 33,522 | 51,510 | 33,388 |
| 507 | DANVILLE | 23 | 19,792 | 26,579 | 37,749 | 27,000 |
| 502 | DUPAGE | -- | -- | -- | -- | -- |
| 509 | ELGIN | -- | -- | -- | -- | -- |
| 512 | HARPER | -- | -- | -- | -- | -- |
| 540 | HEARTLAND | 9 | 23,587 | 28,511 | 32,300 | 30,000 |
| 519 | HIGHLAND | 20 | 20,114 | 25,203 | 30,576 | 24,800 |
| 514 | ILLINOIS CENTRAL | 12 | 29,850 | 42,357 | 58,270 | 43,735 |
| 529 | ILLINOIS EASTERN | 42 | 18,990 | 28,974 | 51,930 | 27,859 |
| 513 | ILLINOIS VALLEY | 10 | 22,638 | 39,155 | 49,885 | 36,262 |
| 525 | JOLIET | -- | -- | -- | -- | -- |
| 520 | KANKAKEE | 36 | 18,108 | 25,165 | 35,076 | 24,648 |
| 501 | KASKASKIA | -- | -- | -- | -- | -- |
| 523 | KISHWAUKEE | 9 | 23,000 | 32,581 | 45,700 | 32,800 |
| 532 | LAKE COUNTY | 3 | 41,688 | 51,771 | 59,254 | 54,371 |
| 517 | LAKE LAND | 25 | 18,200 | 27,806 | 36,131 | 26,777 |
| 536 | LEWIS & CLARK | 51 | 14,333 | 24,385 | 41,951 | 23,794 |
| 526 | LINCOLN LAND | 3 | 28,000 | 33,113 | 36,180 | 35,160 |
| 530 | LOGAN | 42 | 18,380 | 32,293 | 54,254 | 28,884 |
| 528 | MC HENRY | -- | -- | -- | -- | -- |
| 524 | MORAINE VALLEY | 55 | 21,640 | 32,717 | 55,125 | 29,100 |
| 527 | MORTON | 3 | 49,872 | 54,081 | 56,285 | 56,085 |
| 535 | OAKTON | -- | -- | -- | -- | -- |
| 505 | PARKLAND | 53 | 18,222 | 32,318 | 65,213 | 28,350 |
| 515 | PRAIRIE STATE | -- | -- | -- | -- | -- |
| 521 | REND LAKE | 20 | 19,613 | 28,853 | 36,582 | 29,260 |
| 537 | RICHLAND | 21 | 17,200 | 30,456 | 57,018 | 21,886 |
| 511 | ROCK VALLEY | 35 | 24,177 | 33,398 | 50,322 | 29,969 |
| 518 | SANDBURG | 13 | 14,803 | 22,741 | 34,062 | 21,555 |
| 506 | SAUK VALLEY | 14 | 22,814 | 31,145 | 50,998 | 28,056 |
| 531 | SHAWNEE | 10 | 26,657 | 30,962 | 34,794 | 31,498 |
| 510 | SOUTH SUBURBAN | -- | -- | -- | -- | -- |
| 533 | SOUTHEASTERN | 9 | 19,021 | 33,089 | 41,127 | 32,806 |
| 534 | SPOON RIVER | 12 | 23,144 | 26,213 | 32,836 | 25,494 |
| 601 | STATE COMM. COLL. | 19 | 10,874 | 26,598 | 45,519 | 30,231 |
| 504 | TRITON | -- | -- | -- | -- | -- |
| 516 | WAUBONSEE | -- | -- | -- | -- | -- |
| 539 | WOOD | 28 | 20,000 | 27,528 | 36,190 | 27,498 |
| | TOTAL/AVERAGES | 685 | $23,119 | $30,696 | $45,971 | $32,283 |

-- = Not Applicable

Section VI

## FISCAL YEAR 1994 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF (12 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 13 summarizes the range of administrative staff contractual salaries for fiscal year 1994. The weighted average administrative staff salary ranged from a low of $35,887 to a high of $71,710. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 1994 salaries; and the median fiscal year 1994 salaries of administrative staff for each district reporting data. Administrative staff includes positions similar to those shown in Table 15.

Some colleges may classify some of these administrative positions as faculty or other (nonteaching) professional staff. However, for the sake of comparison, they were asked to report them as administrative staff regardless of how they were classified at the college.

The statewide weighted average administrative salary for fiscal year 1994 was $53,469. The lowest reported administrative salary was $15,048, and the highest was $162,500. Administrative salaries are based on 12 months.

Table 13

### SUMMARY OF FISCAL YEAR 1994 CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | District Range | | State Average |
|---|---|---|---|
| | Low | High | |
| Lowest Administrative Salaries | $15,048 | $ 51,798 | $32,252 |
| Average Administrative Salaries | $35,887 | $ 71,710 | $53,469 |
| Highest Administrative Salaries | $70,000 | $162,500 | $94,991 |
| Median Administrative Salaries | $30,511 | $ 69,936 | $50,623 |

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Table 14

FISCAL YEAR 1994 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | | Number Of Staff | Range of FY 1994 Salaries Lowest | Average | Highest | Median Salary |
|---|---|---|---|---|---|---|
| 522 | BELLEVILLE | 34 | 28,333 | 54,042 | 98,789 | 54,845 |
| 503 | BLACK HAWK | 19 | 43,503 | 58,977 | 87,975 | 57,753 |
| 508 | CHICAGO | 214 | 28,524 | 53,215 | 162,500 | 50,493 |
| 507 | DANVILLE | 20 | 29,581 | 50,220 | 97,578 | 47,533 |
| 502 | DUPAGE | 49 | 51,798 | 69,683 | 105,500 | 68,946 |
| 509 | ELGIN | 25 | 43,600 | 63,712 | 92,300 | 64,200 |
| 512 | HARPER | 36 | 47,771 | 66,918 | 115,315 | 62,767 |
| 540 | HEARTLAND | 11 | 39,250 | 55,370 | 94,500 | 48,100 |
| 519 | HIGHLAND | 16 | 27,300 | 49,091 | 84,000 | 48,835 |
| 514 | ILLINOIS CENTRAL | 40 | 31,050 | 59,662 | 103,720 | 61,952 |
| 529 | ILLINOIS EASTERN | 29 | 27,992 | 43,869 | 84,929 | 39,287 |
| 513 | ILLINOIS VALLEY | 12 | 35,588 | 55,195 | 89,650 | 62,619 |
| 525 | JOLIET | 52 | 25,688 | 44,856 | 105,563 | 42,552 |
| 520 | KANKAKEE | 26 | 25,500 | 48,102 | 83,145 | 48,174 |
| 501 | KASKASKIA | 33 | 15,048 | 35,887 | 79,695 | 30,511 |
| 523 | KISHWAUKEE | 15 | 37,300 | 56,017 | 101,700 | 50,100 |
| 532 | LAKE COUNTY | 53 | 30,499 | 58,949 | 120,491 | 52,781 |
| 517 | LAKE LAND | 21 | 26,128 | 46,691 | 81,574 | 43,020 |
| 536 | LEWIS & CLARK | 30 | 24,000 | 44,212 | 90,930 | 40,000 |
| 526 | LINCOLN LAND | 31 | 34,244 | 52,721 | 90,391 | 54,282 |
| 530 | LOGAN | 27 | 28,365 | 52,621 | 92,633 | 49,538 |
| 528 | MC HENRY | 29 | 36,750 | 53,708 | 91,000 | 50,000 |
| 524 | MORAINE VALLEY | 21 | 28,838 | 58,775 | 86,193 | 63,944 |
| 527 | MORTON | 14 | 44,253 | 62,288 | 103,662 | 59,646 |
| 535 | OAKTON | 29 | 49,238 | 71,710 | 106,940 | 69,936 |
| 505 | PARKLAND | 31 | 35,288 | 58,240 | 101,535 | 58,442 |
| 515 | PRAIRIE STATE | 32 | 23,654 | 42,317 | 99,728 | 38,585 |
| 521 | REND LAKE | 23 | 35,070 | 49,904 | 73,150 | 50,400 |
| 537 | RICHLAND | 20 | 35,934 | 51,920 | 92,576 | 50,039 |
| 511 | ROCK VALLEY | 41 | 24,543 | 48,754 | 104,200 | 47,380 |
| 518 | SANDBURG | 13 | 28,620 | 46,509 | 74,550 | 46,469 |
| 506 | SAUK VALLEY | 22 | 31,354 | 48,656 | 93,547 | 42,635 |
| 531 | SHAWNEE | 11 | 20,000 | 43,660 | 88,508 | 37,266 |
| 510 | SOUTH SUBURBAN | 34 | 34,650 | 59,183 | 97,000 | 57,324 |
| 533 | SOUTHEASTERN | 19 | 16,591 | 40,042 | 87,600 | 37,967 |
| 534 | SPOON RIVER | 15 | 25,000 | 43,666 | 72,433 | 41,690 |
| 601 | STATE COMM. COLL. | 6 | 36,000 | 49,683 | 70,000 | 51,000 |
| 504 | TRITON | 28 | 34,013 | 60,210 | 102,000 | 57,974 |
| 516 | WAUBONSEE | 25 | 36,000 | 54,563 | 104,364 | 47,500 |
| 539 | WOOD | 15 | 33,217 | 46,001 | 87,794 | 38,443 |
| | TOTAL/AVERAGES | 1,221 | $32,252 | $53,469 | $94,991 | $50,623 |

Section VII

## SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1994

A summary of the fiscal year 1994 contractual base salaries paid to selected administrators in Illinois public community colleges appears in Table 15. Table 16 shows the contractual base salaries paid to selected administrators in each of the public community colleges in Illinois during fiscal year 1994. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multicampus institutions and executive vice presidents for internal affairs at single campus colleges.

Due to the various administrative organizations which exist at the colleges, a particular position may not exist at some colleges. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. A number of factors should be taken into account when comparing persons in similar positions at two colleges such as the number of years each administrator has been in the position, college size/number of full-time equivalent students, number of staff supervised, cost of living in a given region of the state, etc.

Table 15

SUMMARY OF FISCAL YEAR 1994 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Administrative Position | District Range Low | District Range High | State Average |
|---|---|---|---|
| Executive of the District | $70,000 | $162,500 | $95,654 |
| Campus Administrator | $57,752 | $ 96,194 | $80,864 |
| Finance Officer | $50,100 | $ 98,263 | $72,627 |
| Academic Officer | $49,115 | $ 98,046 | $69,814 |
| Student Services Officer | $33,600 | $ 86,753 | $61,612 |
| Bacc. (Arts & Sci.)/Univ. Parallel Officer | $47,000 | $ 76,458 | $61,079 |
| Occupational/Career Education Officer | $28,620 | $ 80,051 | $58,783 |
| Cont. Ed. Officer (Comm. Ed./Comm. Serv.) | $27,966 | $ 76,193 | $55,772 |
| Director of Data Processing | $35,962 | $ 91,385 | $57,804 |
| Director of Research & Planning | $23,000 | $ 80,144 | $49,529 |
| Admissions and Records Officer | $23,161 | $ 74,344 | $48,342 |
| Director of Counseling | $32,644 | $ 76,372 | $57,409 |
| Director of Financial Aid | $26,000 | $ 59,000 | $42,320 |
| Director of Job Placement | $22,743 | $ 53,737 | $32,833 |
| Director of Student Activities | $23,250 | $ 74,344 | $42,978 |
| Director of Library/LRC | $25,880 | $ 80,200 | $49,575 |
| Development/Grants Officer | $31,549 | $ 76,400 | $54,257 |
| Public Relations Officer | $28,125 | $ 69,211 | $44,785 |
| Director of Personnel | $22,993 | $ 75,417 | $51,039 |
| Director of Business Services | $27,440 | $ 79,028 | $47,350 |
| Director of Physical Facilities/Grounds | $26,300 | $ 77,091 | $50,708 |
| Director of Adult Education | $31,236 | $ 74,341 | $47,998 |
| Director of Athletics | $20,000 | $ 65,259 | $46,795 |
| Controller | $29,333 | $ 74,640 | $48,321 |

Table 16

## SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1994

| | | Executive Officer | | | Campus Administrator | | | Finance Officer | | | Academic Officer | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Annual Salary | Yrs. in Position | Admin. Level | Annual Salary | Yrs. in Position | Admin. Level | Annual Salary | Yrs. in Position | Admin. Level | Annual Salary | Yrs. in Position | Admin. Level |
| 522 | BELLEVILLE | 98,789 | 6 | 1 | 57,752 2 | 11 | 2 | 79,883 | 8 | 2 | 72,224 | 5 | 2 |
| 503 | BLACK HAWK | 87,975 | 1 | 1 | | | | 65,829 | 5 | 2 | 74,848 | 4 | 2 |
| 508 | CHICAGO | 162,500 | 1 | 1 | 96,194 7 | 1-18 | 2 | 71,394 8 | 1-12 | | | | |
| 507 | DANVILLE | 97,578 | 5 | 1 | | | | 67,565 | 5 | 2 | 70,274 | 10 | 2 |
| 502 | DUPAGE | 105,500 | 15 | 1 | 90,365 | 18 | 2 | 87,491 | 14 | 2 | 76,044 | 1 | 3 |
| 509 | ELGIN | 92,300 | 6 | 1 | | | | 83,400 | 13 | 2 | 73,000 | 7 | 2 |
| 512 | HARPER | 115,315 | 5 | 1 | | | | 97,100 | 8 | 2 | 96,087 | 1 | 2 |
| 540 | HEARTLAND | 94,500 | 3 | 1 | | | | 69,410 | 3 | 2 | 69,910 | 3 | 2 |
| 519 | HIGHLAND | 84,000 | 2 | 1 | | | | 55,000 | | 2 | 58,300 | 2 | 2 |
| 514 | ILLINOIS CENTRAL | 103,720 | 5 | 1 | | | | 77,555 | 14 | 2 | 77,555 | | 2 |
| 529 | ILLINOIS EASTERN | 84,929 | 10 | 1 | 67,398 4 | 2-16 | 2 | | | | 49,115 4 | 0-5 | 3 |
| 513 | ILLINOIS VALLEY | 89,650 | 19 | 1 | | | | 71,952 | 20 | | 69,645 | 16 | |
| 525 | JOLIET | 105,563 | 8 | 1 | | | | 83,639 | 8 | | 78,139 | 7 | |
| 520 | KANKAKEE | 83,145 | 6 | 1 | | | | 67,517 | 9 | 2 | 67,568 | 3 | 2 |
| 501 | KASKASKIA | 79,695 | 6 | 1 | | | | 64,397 | 32 | 2 | 61,488 | 1 | 2 |
| 523 | KISHWAUKEE | 101,700 | 15 | 1 | | | | 50,100 | 16 | 2 | | | |
| 532 | LAKE COUNTY | 120,491 | 7 | 1 | | | | 87,957 | 8 | 2 | 87,109 | 4 | 2 |
| 517 | LAKE LAND | 81,574 | 5 | 1 | | | | 64,823 | 7 | 2 | 64,823 | 2 | 2 |
| 536 | LEWIS & CLARK | 90,930 | 2 | 1 | 64,134 | 1 | 2 | | | | 63,504 | 3 | 2 |
| 526 | LINCOLN LAND | 90,391 | 2 | 1 | | | | 70,037 | 8 | 2 | | | |
| 530 | LOGAN | 92,633 | 5 | 1 | | | | 77,187 | 19 | 2 | 71,100 | 3 | 2 |
| 528 | MC HENRY | 91,000 | 13 | 1 | | | | 70,082 | 12 | 2 | 70,082 | 7 | 2 |
| 524 | MORAINE VALLEY | 116,266 | 2 | 1 | | | | 92,291 | 8 | | 86,193 | 8 | |
| 527 | MORTON | 103,662 | | 1 | | | | 78,477 | 8 | 2 | 77,290 | 8 | 2 |
| 535 | OAKTON | 106,940 | 9 | 1 | | | | 98,263 | 21 | 2 | 98,046 | 8 | 2 |
| 505 | PARKLAND | 101,535 | 3 | 1 | | | | 77,638 | 5 | 2 | 75,175 | 1 | 2 |
| 515 | PRAIRIE STATE | 99,728 | 2 | 1 | | | | 77,244 | 18 | | 68,536 | 7 | |
| 521 | REND LAKE | 70,000 | 1 | 1 | | | | 59,147 | 2 | 2 | 64,947 | 2 | 2 |
| 537 | RICHLAND | 92,576 | 4 | 1 | | | | 65,750 | 1 | 2 | | | |
| 511 | ROCK VALLEY | 104,200 | 24 | 1 | | | | 71,270 | 19 | 3 | 80,460 | 22 | 2 |
| 518 | SANDBURG | 74,550 | 2 | 1 | | | | 56,991 | 3 | | 55,559 | 4 | |
| 506 | SAUK VALLEY | 93,547 | 7 | 1 | | | | 64,480 | 2 | 2 | 67,347 | | 2 |
| 531 | SHAWNEE | 88,508 | 2 | 1 | | | | | | | 57,969 | 5 | |
| 510 | SOUTH SUBURBAN | 97,000 | 6 | 1 | | | | 77,915 | 5 | 2 | 81,900 | 2 | 2 |
| 533 | SOUTHEASTERN | 87,600 | 19 | 1 | | | | 63,467 | 2 | 2 | 67,668 | 14 | 2 |
| 534 | SPOON RIVER | 72,433 | 7 | 1 | | | | 55,000 | 1 | 2 | 59,642 | 4 | 2 |
| 601 | STATE COMM COLL | 70,000 | 0 | 1 | | | | | | | 50,000 | | 2 |
| 504 | TRITON | 102,000 | 2 | 1 | | | | 85,905 | 2 | 1 | 85,905 | 1 | 1 |
| 516 | WAUBONSEE | 104,364 | 12 | 1 | | | | 80,000 | 16 | 2 | 86,000 | 6 | 2 |
| 539 | WOOD | 87,394 | 5 | 1 | | | | 57,039 | 2 | | 61,937 | 5 | |
| | NUMBER OF PERSONS | 40 | | | 15 | | | 43 | | | 39 | | |
| | AVERAGES | $95,654 | | | $80,864 | | | $72,627 | | | $69,814 | | |

NOTE: Numbers in column following average salaries indicate the number of persons in each district in that administrative position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1994

| | | Student Services Officer | | | | Bacc./Univ. Par. Officer | | | | Occupational Career Officer | | | | Continuing Ed. Officer | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Annual Salary | | Yrs. in Position | Admin. Level | Annual Salary | | Yrs. in Position | Admin. Level | Annual Salary | | Yrs. in Position | Admin. Level | Annual Salary | | Yrs. in Position | Admin. Level |
| 522 | BELLEVILLE | 62,249 | | 5 | 2 | 63,579 | 2 | 7 | 3 | 63,373 | 3 | 10 | 3 | 58,049 | | 5 | 3 |
| 503 | BLACK HAWK | | | | | 61,506 | | 3 | 3 | 58,550 | | 1 | 3 | 62,622 | | 5 | 3 |
| 508 | CHICAGO | 59,600 | 6 | 1-13 | | 56,972 | 7 | 1-12 | | 53,604 | 9 | 3-14 | | 59,976 | 8 | 1-9 | |
| 507 | DANVILLE | 50,309 | | 4 | 2 | | | | | 60,510 | | 4 | 2 | | | | |
| 502 | DUPAGE | 61,313 | | 3 | 3 | 74,341 | | 4 | 3 | 74,341 | | 6 | 3 | 74,341 | | 5 | 3 |
| 509 | ELGIN | 67,600 | | 13 | 3 | | | | | | | | | 35,000 | | 8 | 4 |
| 512 | HARPER | | | | | | | | | | | | | | | | |
| 540 | HEARTLAND | 61,020 | | 2 | 3 | | | | | 52,000 | | 3 | 3 | | | | |
| 519 | HIGHLAND | 56,445 | | 3 | 2 | 53,695 | 2 | 17 | 3 | 51,705 | | 12 | 3 | 27,966 | | 13 | 4 |
| 514 | ILLINOIS CENTRAL | | | | | 72,600 | | 13 | 3 | 70,010 | | 7 | 3 | 74,350 | | 18 | 3 |
| 529 | ILLINOIS EASTERN | 33,600 | 2 | 2 | 3 | | | | | | | | | | | | |
| 513 | ILLINOIS VALLEY | 58,386 | | 17 | | | | | | 54,480 | | 16 | | 57,422 | | 14 | |
| 525 | JOLIET | 75,075 | | 7 | | | | | | 72,794 | | 19 | | 72,794 | | 22 | |
| 520 | KANKAKEE | 58,811 | | 9 | 2 | | | | | 59,356 | | 15 | 3 | 61,414 | | 11 | 3 |
| 501 | KASKASKIA | 54,648 | | 5 | 3 | | | | | 59,156 | | 12 | 3 | | | | |
| 523 | KISHWAUKEE | 57,750 | | 13 | 3 | 63,300 | | 6 | 3 | 64,000 | | 16 | 3 | 53,100 | | 13 | 3 |
| 532 | LAKE COUNTY | 82,732 | | 21 | 3 | 76,158 | | 7 | 3 | 80,051 | | 6 | 3 | 36,366 | | 2 | 5 |
| 517 | LAKE LAND | 64,823 | | 13 | 2 | | | | | 56,199 | | 8 | | 43,020 | | 9 | |
| 536 | LEWIS & CLARK | 55,000 | | 2 | 2 | | | | | 48,000 | | 1 | 3 | | | | |
| 526 | LINCOLN LAND | 68,523 | | 4 | 2 | 61,294 | | 3 | 3 | 64,568 | | 13 | 3 | 64,527 | | 23 | 3 |
| 530 | LOGAN | 73,064 | | 5 | 2 | | | | | 70,480 | | 3 | 3 | 56,296 | | 11 | 4 |
| 528 | MC HENRY | 66,246 | | 5 | 3 | | | | | 59,456 | | 2 | 3 | 66,561 | | 12 | 3 |
| 524 | MORAINE VALLEY | 76,696 | | 2 | | 63,944 | | 7 | | 69,246 | | 8 | | 71,520 | | 8 | |
| 527 | MORTON | 75,085 | | 12 | 2 | 59,878 | | 17 | 3 | 52,730 | | 6 | 3 | 48,678 | | 1 | 3 |
| 535 | OAKTON | 86,753 | | 7 | 2 | | | | | | | | | 76,193 | | 8 | 3 |
| 505 | PARKLAND | | | | | | | | | | | | | 53,471 | | 4 | 3 |
| 515 | PRAIRIE STATE | | | | | 57,979 | | 13 | | 51,697 | | 3 | | 37,163 | | 5 | |
| 521 | REND LAKE | 58,938 | | 8 | 3 | | | | | 64,947 | | 14 | 3 | | | | |
| 537 | RICHLAND | 60,399 | | 5 | 2 | | | | | | | | | 50,959 | | 0 | 3 |
| 511 | ROCK VALLEY | 58,240 | | 9 | | 71,044 | | 16 | | 71,270 | | 18 | | 71,270 | | 15 | |
| 518 | SANDBURG | 58,424 | | 7 | | | | | | 28,620 | | 2 | | 45,077 | | 2 | |
| 506 | SAUK VALLEY | 64,876 | | 22 | 2 | 55,195 | | 12 | 3 | 59,879 | | 7 | 3 | 53,260 | | 12 | 3 |
| 531 | SHAWNEE | 57,969 | | 8 | | | | | | | | | | 46,536 | | 16 | |
| 510 | SOUTH SUBURBAN | 79,713 | | 10 | 2 | 76,458 | | 5 | 3 | 73,524 | | 2 | 3 | 47,399 | | 3 | 4 |
| 533 | SOUTHEASTERN | 64,362 | | 21 | 2 | | | | | 54,200 | | 2 | 3 | 45,117 | | 18 | 4 |
| 534 | SPOON RIVER | | | | | | | | | 47,862 | | 3 | 3 | 53,152 | | 8 | 2 |
| 601 | STATE COMM COLL | 50,000 | | 1 | 3 | 47,000 | | 1 | | 45,000 | | | | | | | |
| 504 | TRITON | | | | | 66,514 | | 3 | 2 | 69,963 | 3 | 16 | 2 | 60,511 | | 2 | 2 |
| 516 | WAUBONSEE | 54,000 | | | 3 | 47,500 | | 2 | 4 | 46,200 | | 1 | 4 | 38,000 | | 3 | 4 |
| 539 | WOOD | 58,610 | | 5 | | | | | | 41,954 | | 8 | | 53,164 | | 17 | |
| | NUMBER OF PERSONS | 39 | | | | 26 | | | | 45 | | | | 39 | | | |
| | AVERAGES | $61,612 | | | | $61,079 | | | | $58,783 | | | | $55,772 | | | |

NOTE: Numbers in columns following average salaries indicate the number of persons in each district in that administrative position.

Table 16

## SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1994

| | | Director-Data Processing | | | | Director-Research/Planning | | | | Admissions/Records Officer | | | | Director of Counseling | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Annual Salary | | Yrs. in Position | Admin. Level | Annual Salary | | Yrs. in Position | Admin. Level | Annual Salary | | Yrs. in Position | Admin. Level | Annual Salary | | Yrs. in Position | Admin. Level |
| 522 | BELLEVILLE | 49,386 | | 6 | 3 | | | | | 55,844 | | 5 | 3 | 55,424 | | 4 | 3 |
| 503 | BLACK HAWK | 60,057 | | 3 | 2 | | | | | 57,753 | | 26 | 4 | | | | |
| 508 | CHICAGO | 55,699 | 2 | 2-5 | | | | | | 50,475 | 7 | 1-14 | | | | | |
| 507 | DANVILLE | 35,962 | | 14 | 3 | 23,000 | | | | 29,500 | | | 4 | 32,644 | | 1 | 4 |
| 502 | DUPAGE | 84,899 | | 8 | 3 | 56,321 | | 2 | 4 | 74,341 | | 7 | 4 | 55,158 | | 1 | 4 |
| 509 | ELGIN | 68,700 | | 11 | 3 | 43,600 | | 1 | 3 | 43,600 | | 13 | 4 | 56,000 | | 3 | 4 |
| 512 | HARPER | 91,385 | | 1 | 2 | 70,305 | | 22 | 4 | 62,366 | | 14 | 4 | 62,767 | | 7 | 3 |
| 540 | HEARTLAND | | | | | | | | | | | | | 40,725 | | 3 | 4 |
| 519 | HIGHLAND | 38,213 | | 5 | 3 | | | | | 43,018 | | 3 | 3 | 43,100 | | | 3 |
| 514 | ILLINOIS CENTRAL | 57,690 | | 16 | | | | | | 37,960 | | 1 | 3 | 64,330 | | 14 | 3 |
| 529 | ILLINOIS EASTERN | | | | | | | | | | | | | | | | |
| 513 | ILLINOIS VALLEY | 41,860 | | 1 | | | | | | 45,480 | | 15 | | | | | |
| 525 | JOLIET | 63,221 | | 7 | | 53,626 | | 7 | | 46,333 | | 7 | | 65,256 | | 25 | |
| 520 | KANKAKEE | 54,283 | | 5 | 3 | | | | | 48,917 | | 6 | 3 | 50,657 | | 5 | 3 |
| 501 | KASKASKIA | 58,301 | | 16 | 3 | | | | | 23,161 | | 2 | 4 | | | | |
| 523 | KISHWAUKEE | 58,900 | | 15 | 3 | | | | | 42,630 | | 1 | 4 | | | | |
| 532 | LAKE COUNTY | 69,500 | | 1 | 3 | 51,573 | | 4 | 2 | 74,344 | | 21 | 4 | 58,129 | | 3 | 4 |
| 517 | LAKE LAND | 48,584 | | 8 | 5 | | | | | 43,020 | | 5 | 5 | | | | |
| 536 | LEWIS & CLARK | 52,920 | | 22 | 2 | | | | | 35,759 | | 2 | 3 | | | | |
| 526 | LINCOLN LAND | 48,300 | | 1 | 4 | | | | | 40,909 | | 3 | 4 | 63,269 | | 25 | 3 |
| 530 | LOGAN | 46,013 | | 12 | 5 | | | | | 59,215 | | 3 | 3 | | | | |
| 528 | MC HENRY | 57,091 | | 15 | 4 | 45,150 | | 1 | 4 | 39,151 | | 2 | 4 | | | | |
| 524 | MORAINE VALLEY | 66,063 | | 5 | | 38,829 | | 8 | | 42,120 | | | | 76,372 | | 10 | |
| 527 | MORTON | 61,736 | | 6 | 3 | | | | | 47,605 | | 5 | 3 | | | | |
| 535 | OAKTON | 80,144 | | 23 | 3 | 80,144 | | 8 | 3 | 69,341 | | 2 | 3 | 73,984 | | 6 | 3 |
| 505 | PARKLAND | 65,048 | | 2 | 3 | | | | | 50,197 | | 5 | 3 | | | | |
| 515 | PRAIRIE STATE | 58,008 | | 11 | | 33,446 | | 1 | | 53,004 | | 16 | | | | | |
| 521 | REND LAKE | | | | | 46,589 | | 5 | 4 | 44,935 | | 13 | 4 | 43,441 | | 7 | 4 |
| 537 | RICHLAND | 41,352 | | 12 | 4 | | | | | 55,675 | | 15 | 3 | | | | |
| 511 | ROCK VALLEY | 60,132 | | 4 | | | | | | 54,067 | | 15 | | | | | |
| 518 | SANDBURG | 52,247 | | 17 | | | | | | 43,865 | | 16 | | | | | |
| 506 | SAUK VALLEY | 53,391 | | 22 | 3 | 39,193 | | 1 | 3 | 40,688 | | 2 | 3 | | | | |
| 531 | SHAWNEE | | | | | | | | | | | | | 34,279 | | 3 | |
| 510 | SOUTH SUBURBAN | 52,470 | | 2 | 5 | 57,582 | | 3 | 4 | 57,342 | | 2 | 4 | 75,081 | | 2 | 3 |
| 533 | SOUTHEASTERN | | | | | | | | | | | | | 40,002 | | 16 | 4 |
| 534 | SPOON RIVER | 49,121 | | 15 | 3 | 44,146 | | 16 | 3 | | | | | 40,152 | | 10 | 3 |
| 501 | STATE COMM COLL | | | | | | | | | | | | | | | | |
| 504 | TRITON | 69,389 | | 15 | 3 | 59,430 | | 10 | 2 | 34,013 | | 1 | 4 | | | | |
| 516 | WAUBONSEE | 68,800 | | 15 | 3 | | | | | | | | | | | | |
| 539 | WOOD | 48,559 | | 14 | | | | | | 35,878 | | 2 | | | | | |
| | NUMBER OF PERSONS | 35 | | | | 15 | | | | 39 | | | | 19 | | | |
| | AVERAGES | $57,804 | | | | $49,529 | | | | $48,342 | | | | $57,409 | | | |

NOTE: Numbers in column following average salaries indicate the number of persons in each district in that administrative position.



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Table 16

## SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1994



| | | Director-Financial Aid | | | | Director-Job Placement | | | | Director-Stu. Activities | | | | Director-Library/LRC | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Annual Salary | | Yrs. in Position | Admin. Level | Annual Salary | | Yrs. in Position | Admin. Level | Annual Salary | | Yrs. in Position | Admin. Level | Annual Salary | | Yrs. in Position | Admin. Level |
| 522 | BELLEVILLE | 41,669 | | 6 | 3 | 30,644 | | 3 | 4 | 30,329 | | 4 | 3 | 63,569 | | 24 | 3 |
| 503 | BLACK HAWK | 57,753 | | 25 | | | | | | 58,924 | | 1 | 2 | | | | |
| 508 | CHICAGO | 51,905 | 7 | 2-16 | | | | | | 42,544 | 12 | 2-9 | | | | | |
| 507 | DANVILLE | 47,533 | | 23 | 4 | 28,971 | | 5 | 4 | | | | | 28,995 | | 1 | 4 |
| 502 | DUPAGE | | | | | | | | | | | | | 71,276 | | 8 | 3 |
| 509 | ELGIN | 59,000 | | 19 | 4 | | | | | 46,500 | | 3 | 4 | 69,900 | | 23 | 3 |
| 512 | HARPER | 49,348 | | 2 | 5 | 53,737 | | 7 | 4 | 55,978 | | 16 | 4 | 69,386 | | 1 | 3 |
| 540 | HEARTLAND | 39,250 | | 2 | 4 | | | | | | | | | | | | |
| 519 | HIGHLAND | 26,000 | | | 4 | 22,743 | | 6 | 4 | | | | | 44,533 | | 10 | 3 |
| 514 | ILLINOIS CENTRAL | 51,655 | | 9 | 3 | | | | | | | | | 70,665 | | 21 | 3 |
| 529 | ILLINOIS EASTERN | 28,019 | 2 | 7-9 | 4 | | | | | | | | | 31,757 | 3 | 4-23 | 4 |
| 513 | ILLINOIS VALLEY | 35,588 | | 2 | | | | | | | | | | 48,511 | | 23 | |
| 525 | JOLIET | 43,794 | | 15 | | 33,708 | | 7 | | 34,069 | | 1 | | | | | |
| 520 | KANKAKEE | 42,217 | | 6 | 3 | | | | | 23,250 | | | 4 | | | | |
| 501 | KASKASKIA | 27,393 | | 8 | 3 | | | | | 37,814 | | 5 | 3 | 55,348 | | 18 | 3 |
| 523 | KISHWAUKEE | 34,300 | | 13 | 4 | 28,399 | | 9 | 4 | 30,818 | | 10 | 4 | 34,031 | | 4 | 4 |
| 532 | LAKE COUNTY | 58,207 | | 12 | 4 | | | | | 74,344 | | 24 | 4 | 80,200 | | 22 | 3 |
| 517 | LAKE LAND | 27,145 | | | 5 | 25,929 | | 3 | 5 | | | | | 25,880 | | 2 | 5 |
| 536 | LEWIS & CLARK | 36,225 | | 9 | 3 | 30,000 | | 1 | 4 | 59,500 | | 8 | 2 | 38,808 | | 4 | 3 |
| 526 | LINCOLN LAND | 38,000 | | 2 | 4 | | | | | 46,095 | | 8 | 3 | | | | |
| 530 | LOGAN | 30,500 | | 1 | 5 | | | | | 47,652 | | 20 | 5 | 68,797 | | 22 | 3 |
| 528 | MC HENRY | 43,246 | | 4 | 4 | | | | | 42,826 | | 3 | 4 | 59,246 | | 5 | 3 |
| 524 | MORAINE VALLEY | 28,838 | | 4 | 0 | 38,526 | | 6 | | 31,525 | | 6 | | 45,426 | | 6 | |
| 527 | MORTON | | | | | | | | | | | | | 48,588 | | 4 | 3 |
| 535 | OAKTON | | | | | | | | | 49,238 | | 7 | 3 | 50,073 | | 3 | 3 |
| 505 | PARKLAND | 41,748 | | 5 | 3 | | | | | 48,300 | | 2 | 3 | | | | |
| 515 | PRAIRIE STATE | 27,750 | | 1 | | | | | | 43,547 | | 8 | | 41,807 | | 7 | |
| 521 | REND LAKE | 41,820 | | 13 | 4 | 35,070 | | 3 | 4 | | | | | 55,040 | | 14 | 4 |
| 537 | RICHLAND | 35,934 | | 1 | 4 | | | | | 43,310 | | 9 | 4 | 59,286 | | 12 | 3 |
| 511 | ROCK VALLEY | 53,177 | | 13 | | 34,957 | | 4 | | 42,615 | | 6 | | | | | |
| 518 | SANDBURG | 33,647 | | 9 | | | | | | | | | | 47,693 | | 9 | |
| 506 | SAUK VALLEY | 53,082 | | 23 | 3 | | | | | | | | | | | | |
| 531 | SHAWNEE | 37,266 | | 4 | | | | | | | | | | 45,351 | | 24 | |
| 510 | SOUTH SUBURBAN | | | | | | | | | 34,650 | | 1 | 5 | 44,520 | | 2 | 5 |
| 533 | SOUTHEASTERN | 43,283 | | 10 | 4 | | | | | | | | | 41,127 | | 29 | 5 |
| 534 | SPOON RIVER | | | | | | | | | 25,000 | | 1 | 3 | 38,213 | | 9 | 3 |
| 601 | STATE COMM COLL | | | | | | | | | | | | | | | | |
| 504 | TRITON | 49,611 | | 6 | 5 | | | 1 | | 56,517 | | 1 | 2 | 61,096 | | 2 | 2 |
| 516 | WAUBONSEE | | | | | | | | | | | | | 48,000 | | 5 | 3 |
| 539 | WOOD | 38,443 | | 11 | | 31,312 | | 1 | | 30,901 | | 3 | | 35,756 | | 5 | |
| | NUMBER OF PERSONS | 40 | | | | 12 | | | | 35 | | | | 32 | | | |
| | AVERAGES | $42,320 | | | | $32,833 | | | | $42,978 | | | | $49,575 | | | |

NOTE: Numbers in column following average salaries indicate the number of persons in each district in that administrative position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1994

| | | Development/Grants Officer | | | | Public Relations Officer | | | | Director of Personnel | | | | Business Services Officer | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Annual Salary | | Yrs. in Position | Admin. Level | Annual Salary | | Yrs. in Position | Admin. Level | Annual Salary | | Yrs. in Position | Admin. Level | Annual Salary | | Yrs. in Position | Admin. Level |
| 522 | BELLEVILLE | 54,269 | | 5 | 3 | 36,839 | | 5 | 3 | 60,875 | | 10 | 2 | 35,139 | | 6 | 4 |
| 503 | BLACK HAWK | | | | | | | | | 54,085 | | 5 | 2 | 46,072 | | 6 | 3 |
| 508 | CHICAGO | 57,696 | 2 | 4-9 | | 53,321 | 2 | 2-11 | | | | | | 58,736 | 7 | 1-19 | |
| 507 | DANVILLE | | | | | 33,482 | | 6 | 2 | 54,355 | | 7 | 2 | | | | |
| 502 | DUPAGE | 55,158 | | 3 | 3 | 69,211 | | 11 | 4 | 74,909 | | 7 | 3 | 71,276 | | 8 | 4 |
| 509 | ELGIN | 76,400 | | 16 | 2 | 54,800 | | 23 | 2 | 50,800 | | 3 | 3 | 61,300 | | 20 | 3 |
| 512 | HARPER | 69,762 | | | 3 | | | | | 70,931 | | 11 | 3 | 79,028 | | 8 | 3 |
| 540 | HEARTLAND | | | | | | | | | | | | | | | | |
| 519 | HIGHLAND | | | | | 28,500 | | 2 | 4 | | | | | 27,440 | | 3 | 4 |
| 514 | ILLINOIS CENTRAL | 71,630 | | 5 | 3 | 53,915 | | 12 | 3 | 68,780 | | 15 | 3 | | | | |
| 529 | ILLINOIS EASTERN | 35,000 | | | 2 | 28,125 | | 6 | 3 | 30,790 | | 7 | 2 | 28,085 | 4 | 4-8 | 3 |
| 513 | ILLINOIS VALLEY | | | | | 50,406 | | 24 | | | | | | | | | |
| 525 | JOLIET | 46,605 | | 5 | | 48,052 | | 2 | | 54,787 | | 2 | | 55,656 | | 13 | |
| 520 | KANKAKEE | | | | | 48,174 | | 8 | 2 | | | | | 43,535 | | 11 | 3 |
| 501 | KASKASKIA | | | | | | | | | | | | | | | | |
| 523 | KISHWAUKEE | 47,350 | | 9 | 2 | 34,900 | | 10 | 2 | | | | | | | | |
| 532 | LAKE COUNTY | 41,320 | | 4 | 4 | 49,699 | | 3 | 4 | 51,145 | | 4 | 3 | 47,553 | | 3 | 4 |
| 517 | LAKE LAND | | | | | 35,550 | | 10 | 4 | 26,128 | | 10 | 5 | 37,562 | | 2 | 4 |
| 536 | LEWIS & CLARK | | | | | 50,054 | | 5 | 3 | | | | | | | | |
| 526 | LINCOLN LAND | | | | | 34,244 | | 4 | 4 | 60,583 | | 19 | 3 | 49,050 | | 4 | 3 |
| 530 | LOGAN | 34,339 | | 2 | 5 | 43,689 | | 9 | 5 | 50,637 | | 3 | 4 | 65,930 | | 19 | 3 |
| 528 | MC HENRY | | | | | 49,461 | | 18 | 4 | 50,602 | | 15 | 4 | 43,444 | | 10 | 4 |
| 524 | MORAINE VALLEY | | | | | 39,905 | | 9 | | 44,000 | | | | | | | |
| 527 | MORTON | | | | | 59,413 | | 22 | 3 | 60,742 | | 8 | 3 | | | | |
| 535 | OAKTON | 58,370 | | 9 | 3 | 68,546 | | 8 | 3 | 72,394 | | 16 | 3 | 58,887 | | 12 | 3 |
| 505 | PARKLAND | 52,339 | | 2 | 3 | | | | | | | | | 54,600 | | 2 | 3 |
| 515 | PRAIRIE STATE | 43,397 | | 3 | | 38,773 | | 3 | | 41,807 | | 2 | | | | | |
| 521 | REND LAKE | 39,710 | | 1 | 4 | 37,620 | | 15 | 4 | | | | | | | | |
| 537 | RICHLAND | | | | | 37,556 | | 2 | 4 | 41,975 | | 2 | 4 | | | | |
| 511 | ROCK VALLEY | | | | | 54,027 | | 17 | | | | | | | | | |
| 518 | SANDBURG | | | | | | | | | | | | | 32,860 | | 1 | |
| 506 | SAUK VALLEY | 59,812 | | 12 | 2 | 35,708 | | 2 | 3 | 35,125 | | 1 | 3 | 36,400 | | | 3 |
| 531 | SHAWNEE | 31,549 | | 2 | | 33,506 | | 6 | | | | | | | | | |
| 510 | SOUTH SUBURBAN | 75,858 | | 6 | 4 | | | | | 75,417 | | 5 | 3 | 58,639 | | 5 | 5 |
| 533 | SOUTHEASTERN | 37,683 | | 9 | 4 | | | | | | | | | | | | |
| 534 | SPOON RIVER | | | | | | | | | | | | | | | | |
| 601 | STATE COMM COLL | | | | | | | | | 36,000 | | | | | | | |
| 504 | TRITON | 75,000 | | 2 | 1 | 52,618 | | 1 | 2 | 47,110 | | 2 | 4 | | | | |
| 516 | WAUBONSEE | 72,700 | | 9 | 3 | 40,000 | | 6 | 2 | 39,000 | | 2 | 2 | 40,000 | | 14 | 4 |
| 539 | WOOD | | | | | 34,911 | | 7 | | 22,993 | | 3 | | | | | |
| | NUMBER OF PERSONS | 22 | | | | 31 | | | | 25 | | | | 31 | | | |
| | AVERAGES | $54,257 | | | | $44,785 | | | | $51,039 | | | | $47,350 | | | |

NOTE Numbers in column following average salaries indicate the number of persons in each district in that administrative position

**Illinois Community College Board**

**Table 16**

**SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1994**

| | | Physical Fac./Grounds Officer | | | Adult Basic/Sec. Educ. | | | Director of Athletics | | | Controller | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Annual Salary | Yrs. in Position | Admin. Level | Annual Salary | Yrs. in Position | Admin. Level | Annual Salary | Yrs. in Position | Admin. Level | Annual Salary | Yrs. in Position | Admin. Level |
| 522 | BELLEVILLE | 45,869 | 8 | 3 | | | | 43,166 | 14 | 3 | 47,114 | 22 | 3 |
| 503 | BLACK HAWK | 55,541 | 24 | 3 | 51,094 | 3 | 4 | | | | | | |
| 508 | CHICAGO | 77,091 | 17 | | 56,262 2 | 3-9 | | | | | | | |
| 507 | DANVILLE | 46,206 | 19 | 3 | | | | | | | 44,937 | 7 | 3 |
| 502 | DUPAGE | | | | 74,341 | 9 | 3 | 61,832 | 2 | 3 | | | |
| 509 | ELGIN | 63,400 | 18 | 3 | 49,700 | 9 | 4 | | | | | | |
| 512 | HARPER | 60,000 | 1 | 3 | 67,134 | 10 | 3 | 62,664 | 1 | 3 | | | |
| 540 | HEARTLAND | | | | 45,600 | 2 | 3 | | | | 41,000 | 3 | 3 |
| 519 | HIGHLAND | 51,170 | 13 | 3 | | | | 43,610 | 13 | 3 | | | |
| 514 | ILLINOIS CENTRAL | 63,165 | 14 | 3 | 51,405 | 2 | 3 | | | | 49,500 | | 3 |
| 529 | ILLINOIS EASTERN | | | | | | | | | | 52,959 | 16 | 2 |
| 513 | ILLINOIS VALLEY | 38,962 | 2 | | | | | | | | | | |
| 525 | JOLIET | 55,156 | 15 | | | | | 54,382 | 2 | | 55,656 | 24 | |
| 520 | KANKAKEE | 51,244 | 15 | 3 | | | | 39,000 | | 3 | | | |
| 501 | KASKASKIA | | | | | | | | | | 29,333 | 9 | 3 |
| 523 | KISHWAUKEE | 40,600 | 16 | 3 | | | | 33,130 | 8 | 4 | | | |
| 532 | LAKE COUNTY | 59,753 | 3 | 3 | 38,218 | 2 | 5 | 62,762 | 3 | 4 | 41,320 | 9 | 4 |
| 517 | LAKE LAND | 44,494 | 3 | | 36,250 | 6 | 4 | | | | 37,562 | 2 | 4 |
| 536 | LEWIS & CLARK | 39,585 | 5 | 3 | 42,690 | 5 | 3 | | | | 55,073 | 23 | 2 |
| 526 | LINCOLN LAND | 50,971 | 13 | 4 | 50,130 | 7 | 4 | | | | 43,893 | 15 | 4 |
| 530 | LOGAN | 40,285 | 10 | 5 | 64,254 | 9 | 3 | | | | | | |
| 528 | MC HENRY | 48,217 | 12 | 3 | 47,776 | 4 | 4 | | | | 45,126 | 4 | 3 |
| 524 | MORAINE VALLEY | 53,648 | 5 | | 40,999 | 7 | | 41,943 | 10 | | 51,028 | 7 | |
| 527 | MORTON | 53,901 | 6 | 3 | | | | | | | | | |
| 535 | OAKTON | 68,460 | 1 | 3 | | | | 65,259 | 21 | 3 | 59,128 | 3 | 3 |
| 505 | PARKLAND | 71,310 | 5 | 3 | | | | | | | | | |
| 515 | PRAIRIE STATE | 55,099 | 17 | | 51,624 | 6 | | | | | 43,779 | 5 | |
| 521 | REND LAKE | 44,000 | 6 | 4 | 41,310 | 1 | | | | | 38,000 | 3 | 4 |
| 537 | RICHLAND | 44,690 | 5 | 4 | 43,487 | | 3 | | | | 38,661 | 2 | 4 |
| 511 | ROCK VALLEY | 52,847 | 10 | | 31,236 | 2 | | 48,046 | 4 | | 51,109 | 16 | |
| 518 | SANDBURG | 46,469 | 17 | | | | | | | | | | |
| 506 | SAUK VALLEY | 41,879 | 2 | 3 | | | | 32,538 | | 3 | | | |
| 531 | SHAWNEE | 27,326 | 2 | | | | | 20,000 | 7 | | | | |
| 510 | SOUTH SUBURBAN | 64,192 | 12 | 3 | 62,613 | 6 | 3 | | | | 69,975 | 15 | 3 |
| 533 | SOUTHEASTERN | | | | | | | | | | | | |
| 534 | SPOON RIVER | 26,300 | 1 | 3 | 32,403 | 5 | 3 | | | | | | |
| 601 | STATE COMM COLL | | | | | | | | | | | | |
| 504 | TRITON | 49,259 | 2 | 3 | | | | | | | 74,640 | 19 | 2 |
| 516 | WAUBONSEE | 62,800 | 9 | 3 | 36,000 | 2 | 4 | | | | 57,500 | | 3 |
| 539 | WOOD | 30,195 | 13 | | 33,164 | 5 | | | | | 35,774 | 2 | |
| | NUMBER OF PERSONS | 34 | | | 23 | | | 13 | | | 22 | | |
| | AVERAGES | $50,708 | | | $47,998 | | | $46,795 | | | $48,321 | | |

NOTE Numbers in column following average salaries indicate the number of persons in each district in that administrative position

Section VIII

## SUMMARY OF FISCAL YEAR 1994 MONTHLY CLASSIFIED STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 17 summarizes Illinois community college earnings for specific classified staff titles. The number of employees in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 1994 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

Illinois Community College Board

Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED STAFF AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 1994*

| | Number of Employees | Low Salary | Average Salary | High Salary |
|---|---|---|---|---|
| Accountant I | 34 | 1,530 | 2,309 | 3,476 |
| Accountant II | 30 | 1,206 | 2,532 | 4,098 |
| Account Clerk I | 109 | 973 | 1,782 | 2,929 |
| Account Clerk II | 181 | 1,122 | 2,566 | 3,258 |
| Admissions/Records Clerk | 159 | 721 | 1,511 | 2,201 |
| Admissions/Records Supervisor | 62 | 1,020 | 2,428 | 3,215 |
| Audio/Visual Services Manager | 34 | 1,305 | 2,256 | 3,861 |
| Bookstore Manager | 27 | 1,035 | 2,346 | 3,458 |
| Clerk Typist | 599 | 975 | 1,659 | 2,430 |
| Computer Operator I | 89 | 1,291 | 1,993 | 2,727 |
| Computer Operator II | 60 | 1,278 | 2,263 | 3,738 |
| Computer Programmer I | 14 | 1,603 | 2,375 | 3,211 |
| Computer Programmer II | 29 | 1,814 | 2,303 | 3,436 |
| Computer Systems Analyst | 28 | 1,507 | 3,328 | 4,614 |
| Custodian | 781 | 1,166 | 1,739 | 2,435 |
| Custodian Supervisor | 79 | 1,434 | 2,350 | 3,782 |
| Keypunch Oper./Data Entry Clerk | 48 | 955 | 1,846 | 2,929 |
| Library Clerk | 167 | 934 | 1,831 | 2,964 |
| Programmer/Analyst | 39 | 1,343 | 2,813 | 4,367 |
| Purchasing Clerk | 21 | 997 | 1,720 | 2,328 |
| Purchasing Supervisor | 35 | 1,750 | 2,860 | 4,345 |
| Receptionist/Switchboard Operator | 78 | 717 | 1,588 | 2,468 |
| Secretary-General | 600 | 895 | 1,653 | 2,568 |
| Secretary-Administrative | 357 | 1,230 | 2,019 | 3,160 |
| Secretary-Executive | 113 | 1,636 | 2,348 | 3,327 |
| Security Guard/Officer | 101 | 1,275 | 1,743 | 2,406 |
| Security Supervisor | 26 | 1,477 | 2,745 | 4,078 |
| Shipping/Receiving Clerk | 43 | 1,163 | 1,725 | 2,725 |

*Annual salaries were reported by the colleges and divided by 12 for use in this table.

Section IX

## FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1993

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 1993. Table 19 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 20 presents the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and classified staff. The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.

Table 18

### SUMMARY OF AVERAGE FISCAL YEAR 1993 FRINGE BENEFIT COSTS PER EMPLOYEE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | District Range Low | District Range High | State Average |
|---|---|---|---|
| Administrative | $ 986 | $11,141 | $4,765 |
| 9-Month Teaching Faculty | $ 796 | $ 9,258 | $5,055 |
| 12-Month Teaching Faculty | $1,094 | $ 7,349 | $5,314 |
| 9-Month Other Professional (Nonteaching) | $ 577 | $ 6,361 | $3,961 |
| 12-Month Other Professional (Nonteaching) | $ 926 | $ 7,012 | $3,611 |
| Classified | $ 521 | $ 6,831 | $4,067 |

Illinois Community College Board

Table 19

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1993

| | | Health Insurance | Health Insurance Family | Dental Insurance | Life Insurance | Employee SURS Paid by College | Social Security | Medicare | Worker's Comp | Unemploy Insurance | Disability | Free or Partial Tuition for Family | Other |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 522 | BELLEVILLE | X | X | | X | | | X | X | X | | X | X |
| 503 | BLACK HAWK | X | X | X | X | | | X | X | X | X | X | X |
| 508 | CHICAGO | X | | X | X | X | | X | X | X | | | X |
| 507 | DANVILLE | X | X | X | X | | | X | X | X | X | X | X |
| 502 | DUPAGE | X | X | X | X | | | X | X | X | | X | X |
| 509 | ELGIN | X | X | | X | | | X | X | X | | X | X |
| 512 | HARPER | X | X | X | X | X | | X | X | X | X | X | X |
| 540 | HEARTLAND | X | X | | X | | | X | X | X | | X | |
| 519 | HIGHLAND | X | X | X | X | X | | X | X | | | X | X |
| 514 | ILLINOIS CENTRAL | X | X | X | X | | | X | X | X | X | X | |
| 529 | ILLINOIS EASTERN | X | | X | X | | | X | X | X | | X | |
| 513 | ILLINOIS VALLEY | X | X | | X | X | | X | X | X | | | |
| 525 | JOLIET | X | X | X | X | X | | X | X | X | | X | |
| 520 | KANKAKEE | X | | X | X | | | X | X | X | X | X | X |
| 501 | KASKASKIA | X | X | | X | | | X | X | X | | X | |
| 523 | KISHWAUKEE | X | X | X | X | | | X | X | X | | X | X |
| 532 | LAKE COUNTY | X | | | X | | | X | X | X | X | X | X |
| 517 | LAKE LAND | X | X | X | X | | | X | X | X | | X | X |
| 536 | LEWIS & CLARK | X | | X | X | | | X | X | X | X | X | |
| 526 | LINCOLN LAND | X | | X | X | | | X | X | X | | X | |
| 530 | LOGAN | X | X | | X | | | X | X | X | | X | |
| 528 | MC HENRY | DNA | | | | | | | | | | | |
| 524 | MORAINE VALLEY | X | | | X | | | X | X | X | X | X | X |
| 527 | MORTON | X | | | X | | | X | X | | | X | X |
| 535 | OAKTON | X | X | X | X | | | X | X | X | | X | X |
| 505 | PARKLAND | X | X | X | X | | | X | X | X | X | X | |
| 515 | PRAIRIE STATE | X | X | | X | | | X | X | X | X | X | |
| 521 | REND LAKE | X | | X | X | | | X | X | | | X | X |
| 537 | RICHLAND | X | X | X | X | | | X | X | X | X | X | |
| 511 | ROCK VALLEY | X | X | X | X | | | X | X | X | X | X | X |
| 518 | SANDBURG | X | | X | X | | | X | X | | | X | X |
| 506 | SAUK VALLEY | X | X | | X | | | X | X | X | | X | X |
| 531 | SHAWNEE | | | | X | | | X | X | X | | X | |
| 510 | SOUTH SUBURBAN | X | X | X | X | X | | X | X | | | X | X |
| 533 | SOUTHEASTERN | X | X | | X | | | X | X | X | | X | |
| 534 | SPOON RIVER | X | X | | X | | | X | X | X | | X | X |
| 601 | STATE COMM. COLL | N/A | | | | | | | | | | | |
| 504 | TRITON | X | X | X | X | X | | X | X | X | | X | X |
| 516 | WAUBONSEE | X | X | X | X | | | X | X | X | X | X | X |
| 539 | WOOD | X | X | | X | | | X | X | X | X | X | X |







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Table 20

FISCAL YEAR 1993 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | | Administrative | | | 9 Mos. Faculty | | | 12 Mos. Faculty | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Number | Total Cost | Cost Per Employee | Number | Total Cost | Cost Per Employee | Number | Total Cost | Cost Per Employee |
| 522 | BELLEVILLE | 33 | 164,181 | 4,975 | 97 | 428,326 | 4,416 | 6 | 28,234 | 4,706 |
| 503 | BLACK HAWK | 18 | 99,951 | 5,553 | 131 | 709,198 | 5,414 | 2 | 9,522 | 4,761 |
| 508 | CHICAGO | | DNA | | 849 | 7,859,693 | 9,258 | 91 | 668,788 | 7,349 |
| 507 | DANVILLE | 21 | 89,058 | 4,241 | 53 | 160,955 | 3,037 | 1 | 3,418 | 3,418 |
| 502 | DUPAGE | 49 | 408,468 | 8,336 | 283 | 1,461,878 | 5,166 | | | |
| 509 | ELGIN | 25 | 158,094 | 6,324 | 102 | 591,102 | 5,795 | | | |
| 512 | HARPER | 36 | 401,067 | 11,141 | 194 | 1,382,684 | 7,127 | | | |
| 540 | HEARTLAND | 13 | 37,099 | 2,854 | | | | 12 | 20,508 | 1,709 |
| 519 | HIGHLAND | 18 | 93,182 | 5,177 | 49 | 205,093 | 4,186 | | | |
| 514 | ILLINOIS CENTRAL | 37 | 204,948 | 5,539 | 172 | 886,924 | 5,157 | | | |
| 529 | ILLINOIS EASTERN | 30 | 77,348 | 2,578 | 99 | 257,165 | 2,598 | 12 | 31,694 | 2,641 |
| 513 | ILLINOIS VALLEY | 11 | 98,963 | 8,997 | 69 | 258,498 | 3,746 | | | |
| 525 | JOLIET | 51 | 293,349 | 5,752 | 148 | 780,760 | 5,275 | | | |
| 520 | KANKAKEE | 23 | 70,982 | 3,086 | 50 | 166,976 | 3,340 | 4 | 12,698 | 3,175 |
| 501 | KASKASKIA | 33 | 151,099 | 4,579 | 54 | 248,684 | 4,605 | | | |
| 523 | KISHWAUKEE | 19 | 48,094 | 2,531 | 69 | 171,261 | 2,482 | | | |
| 532 | LAKE COUNTY | 53 | 204,230 | 3,853 | 163 | 129,691 | 796 | | | |
| 517 | LAKE LAND | 20 | 102,262 | 5,113 | 96 | 506,571 | 5,277 | 7 | 40,493 | 5,785 |
| 536 | LEWIS & CLARK | 30 | 76,995 | 2,567 | 75 | 179,994 | 2,400 | | | |
| 526 | LINCOLN LAND | 28 | 91,760 | 3,277 | 112 | 398,237 | 3,556 | | | |
| 530 | LOGAN | 26 | 100,499 | 3,865 | 83 | 318,740 | 3,840 | | | |
| 528 | MC HENRY | | DNA | | | DNA | | | DNA | |
| 524 | MORAINE VALLEY | 23 | 128,250 | 5,576 | 161 | 938,211 | 5,827 | | | |
| 527 | MORTON | 14 | 99,224 | 7,087 | 57 | 383,141 | 6,722 | | | |
| 535 | OAKTON | 29 | 218,899 | 7,548 | 129 | 549,037 | 4,256 | | | |
| 505 | PARKLAND | 44 | 223,817 | 5,087 | 142 | 695,716 | 4,899 | | | |
| 515 | PRAIRIE STATE | 33 | 197,926 | 5,998 | 89 | 361,786 | 4,065 | | | |
| 521 | REND LAKE | 22 | 60,514 | 2,751 | 48 | 126,425 | 2,634 | 12 | 30,547 | 2,546 |
| 537 | RICHLAND | 21 | 108,348 | 5,159 | 44 | 207,015 | 4,705 | | | |
| 511 | ROCK VALLEY | 44 | 182,768 | 4,154 | 132 | 590,183 | 4,471 | 7 | 33,383 | 4,769 |
| 518 | SANDBURG | 12 | 39,408 | 3,284 | 52 | 165,565 | 3,184 | | | |
| 506 | SAUK VALLEY | 20 | 114,571 | 5,729 | 54 | 270,718 | 5,013 | | | |
| 531 | SHAWNEE | 12 | 12,655 | 1,055 | 32 | 27,299 | 853 | 1 | 1,094 | 1,094 |
| 510 | SOUTH SUBURBAN | 30 | 175,332 | 5,844 | 105 | 430,107 | 4,096 | | | |
| 533 | SOUTHEASTERN | 88 | 86,770 | 986 | 213 | 187,518 | 880 | 9 | 17,993 | 1,999 |
| 534 | SPOON RIVER | 15 | 49,855 | 3,324 | 34 | 96,569 | 2,840 | | | |
| 601 | STATE COMM. COLL. | | -- | | | -- | | | -- | |
| 504 | TRITON | 28 | 81,755 | 2,920 | 201 | 294,156 | 1,463 | | | |
| 516 | WAUBONSEE | 26 | 177,499 | 6,827 | 63 | 351,015 | 5,572 | | | |
| 539 | WOOD | 15 | 74,258 | 4,951 | 12 | 51,252 | 4,271 | 31 | 137,937 | 4,450 |
| | | 1,050 | 5,003,478 | 4,765 | 4,516 | 22,828,143 | 5,055 | 195 | 1,036,309 | 5,314 |

DNA = Data Not Available

-- = Not Applicable

Illinois Community College Board

Table 20

FISCAL YEAR 1993 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | | 9-Month Other Prof. Staff | | | 12-Month Other Prof. Staff | | | Classified Staff | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Number | Total Cost | Cost Per Employee | Number | Total Cost | Cost Per Employee | Number | Total Cost | Cost Per Employee |
| 522 | BELLEVILLE | 4 | 10,389 | 2,597 | 7 | 36,503 | 5,215 | 176 | 666,745 | 3,788 |
| 503 | BLACK HAWK | 5 | 19,677 | 3,935 | 5 | 18,116 | 3,623 | 177 | 840,176 | 4,747 |
| 508 | CHICAGO | | DNA | | | DNA | | | DNA | |
| 507 | DANVILLE | 5 | 15,096 | 3,019 | 24 | 79,332 | 3,306 | 90 | 311,880 | 3,465 |
| 502 | DUPAGE | 31 | 156,579 | 5,051 | | | | 487 | 2,172,989 | 4,462 |
| 509 | ELGIN | 9 | 53,333 | 5,926 | | | | 151 | 640,667 | 4,243 |
| 512 | HARPER | 25 | 156,414 | 6,257 | | | | 374 | 2,243,969 | 6,000 |
| 540 | HEARTLAND | | | | 8 | 13,642 | 1,705 | 9 | 15,787 | 1,754 |
| 519 | HIGHLAND | | | | 23 | 107,351 | 4,667 | 51 | 222,117 | 4,355 |
| 514 | ILLINOIS CENTRAL | 5 | 23,637 | 4,727 | 12 | 62,107 | 5,176 | 191 | 879,521 | 4,605 |
| 529 | ILLINOIS EASTERN | 2 | 5,210 | 2,605 | 42 | 109,539 | 2,608 | 97 | 257,293 | 2,653 |
| 513 | ILLINOIS VALLEY | 4 | 13,739 | 3,435 | 9 | 63,105 | 7,012 | 63 | 199,138 | 3,161 |
| 525 | JOLIET | 10 | 39,980 | 3,998 | | | | 182 | 785,151 | 4,314 |
| 520 | KANKAKEE | | | | 33 | 96,308 | 2,918 | 69 | 201,356 | 2,918 |
| 501 | KASKASKIA | 5 | 21,378 | 4,276 | | | | 39 | 175,057 | 4,489 |
| 523 | KISHWAUKEE | 10 | 23,087 | 2,309 | 17 | 38,866 | 2,286 | 61 | 159,490 | 2,615 |
| 532 | LAKE COUNTY | 18 | 22,772 | 1,265 | 3 | 11,367 | 3,789 | 237 | 690,563 | 2,914 |
| 517 | LAKE LAND | 10 | 63,613 | 6,361 | 22 | 105,044 | 4,775 | 73 | 385,224 | 5,277 |
| 536 | LEWIS & CLARK | | | | 51 | 125,984 | 2,470 | 63 | 145,306 | 2,306 |
| 526 | LINCOLN LAND | 5 | 16,495 | 3,299 | 2 | 6,295 | 3,148 | 88 | 253,968 | 2,886 |
| 530 | LOGAN | | | | 37 | 129,148 | 3,490 | 66 | 240,679 | 3,647 |
| 528 | MC HENRY | | DNA | | | DNA | | | DNA | |
| 524 | MORAINE VALLEY | 24 | 135,545 | 5,648 | 55 | 311,909 | 5,671 | 164 | 934,073 | 5,696 |
| 527 | MORTON | | | | | | | 84 | 573,823 | 6,831 |
| 535 | OAKTON | 21 | 110,090 | 5,242 | | | | 223 | 837,605 | 3,756 |
| 505 | PARKLAND | 24 | 110,294 | 4,596 | 24 | 110,294 | 4,596 | 95 | 347,319 | 3,656 |
| 515 | PRAIRIE STATE | 5 | 20,163 | 4,033 | | | | 82 | 286,913 | 3,499 |
| 521 | REND LAKE | 4 | 9,504 | 2,376 | 22 | 55,088 | 2,504 | 50 | 139,822 | 2,796 |
| 537 | RICHLAND | | | | 19 | 90,051 | 4,740 | 54 | 197,858 | 3,664 |
| 511 | ROCK VALLEY | 5 | 24,827 | 4,965 | 29 | 136,937 | 4,722 | 138 | 654,078 | 4,740 |
| 518 | SANDBURG | 3 | 9,273 | 3,091 | 11 | 34,174 | 3,107 | 51 | 151,516 | 2,971 |
| 506 | SAUK VALLEY | 3 | 13,354 | 4,451 | 9 | 30,812 | 3,424 | 58 | 251,263 | 4,332 |
| 531 | SHAWNEE | | | | 10 | 9,261 | 926 | 24 | 13,972 | 582 |
| 510 | SOUTH SUBURBAN | 12 | 47,648 | 3,971 | | | | 152 | 756,567 | 4,977 |
| 533 | SOUTHEASTERN | 31 | 17,879 | 577 | 33 | 34,008 | 1,031 | 217 | 113,078 | 521 |
| 534 | SPOON RIVER | 1 | 2,672 | 2,672 | 13 | 40,687 | 3,130 | 33 | 100,376 | 3,042 |
| 601 | STATE COMM. COLL. | | -- | | | -- | | | -- | |
| 504 | TRITON | 14 | 18,613 | | | | | 24 | 34,580 | 1,417 |
| 516 | WAUBONSEE | 4 | 23,029 | 5,757 | | | | 95 | 571,919 | 6,020 |
| 539 | WOOD | | | | 27 | 119,561 | 4,428 | 41 | 154,765 | 3,775 |
| | | 299 | 1,184,290 | 3,961 | 547 | 1,975,489 | 3,611 | 4,329 | 17,606,603 | 4,067 |

DNA = Data Not Available
-- = Not Applicable

Section X

## FISCAL YEAR 1994 MEAN PERCENTAGE SALARY INCREASES FOR FACULTY, OTHER (NONTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 21 summarizes fiscal year 1994 weighted average percentage salary increases of full-time faculty, other (nonteaching) professional staff, administrative staff, and classified staff.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 22.

Table 21

### SUMMARY OF FISCAL YEAR 1994 MEAN PERCENTAGE SALARY INCREASES FOR ADMINISTRATIVE, FACULTY, OTHER (NONTEACHING) PROFESSIONAL, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | Weighted Mean Percentage Salary Increases | | |
|---|---|---|---|
| | Low | High | State Average |
| Administrative | 0.0% | 10.5% | 6.2% |
| Faculty (9 Months) | 3.0% | 11.4% | 5.2% |
| Faculty (12 Months) | 3.0% | 9.4% | 3.6% |
| Other (Nonteaching) Professional (9 Months) | 0.0% | 12.8% | 5.8% |
| Other (Nonteaching) Professional (12 Months) | 3.0% | 19.4% | 7.6% |
| Classified | 3.0% | 13.7% | 6.7% |

Illinois Community College Board

Table 22

FISCAL YEAR 1994 AVERAGE SALARY INCREASES

| | | Admin. | Teaching Faculty 9 Mos. | Teaching Faculty 12 Mos. | Other Prof. 9 Mos. | Other Prof. 12 Mos. | Classified |
|---|---|---|---|---|---|---|---|
| 522 | BELLEVILLE | 5.0 | 5.8 | 5.8 | 5.8 | 5.8 | 7.8 |
| 503 | BLACK HAWK | 8.6 | 4.6 | 7.1 | 0.0 | 5.4 | 5.2 |
| 508 | CHICAGO | 10.5 | 4.5 | | 6.0 | 19.4 | 13.7 |
| 507 | DANVILLE | 5.0 | 4.5 | 4.5 | 5.0 | 5.0 | 7.0 |
| 502 | DUPAGE | 5.1 | 5.9 | | 5.5 | | 3.5 |
| 509 | ELGIN | 4.8 | 7.5 | | 7.5 | | 6.0 |
| 512 | HARPER | 4.7 | 6.3 | | 5.4 | | 3.7 |
| 540 | HEARTLAND | 4.8 | 4.4 | 4.5 | | 4.5 | 4.5 |
| 519 | HIGHLAND | 2.0 | 8.9 | | | 5.4 | 5.9 |
| 514 | ILLINOIS CENTRAL | 4.3 | 4.2 | | 3.7 | 3.9 | 4.7 |
| 529 | ILLINOIS EASTERN | 4.9 | 5.2 | | 4.4 | 4.4 | 4.9 |
| 513 | ILLINOIS VALLEY | 5.5 | 6.5 | | 5.1 | 5.3 | 5.9 |
| 525 | JOLIET | 6.0 | 6.0 | | 6.0 | | 6.0 |
| 520 | KANKAKEE | 6.5 | 7.4 | 6.5 | | 6.8 | 6.6 |
| 501 | KASKASKIA | 6.1 | | | 6.1 | | 6.3 |
| 523 | KISHWAUKEE | 5.0 | 5.0 | | 5.0 | 5.0 | 5.0 |
| 532 | LAKE COUNTY | 5.2 | 5.2 | | 5.2 | 5.2 | 5.2 |
| 517 | LAKE LAND | 5.7 | 11.4 | 5.0 | 12.8 | 11.4 | 4.7 |
| 536 | LEWIS & CLARK | 9.5 | 5.8 | | | 5.3 | 6.4 |
| 526 | LINCOLN LAND | 6.7 | 4.1 | | 3.2 | 7.4 | 5.2 |
| 530 | LOGAN | 4.8 | 4.9 | | | 6.3 | 5.1 |
| 528 | MC HENRY | 5.7 | 6.1 | | 8.6 | | DNA |
| 524 | MORAINE VALLEY | 5.0 | 5.0 | | 5.0 | 5.0 | 5.0 |
| 527 | MORTON | 3.6 | | 5.3 | | 4.0 | 4.8 |
| 535 | OAKTON | 5.0 | 5.3 | | 5.3 | | 3.9 |
| 505 | PARKLAND | 5.0 | 5.6 | | 5.0 | 5.0 | 5.0 |
| 515 | PRAIRIE STATE | 4.5 | 5.0 | | 5.0 | | 5.5 |
| 521 | REND LAKE | 5.7 | 5.3 | 6.9 | 6.2 | 4.5 | 5.8 |
| 537 | RICHLAND | 5.4 | 5.2 | | | 4.0 | 5.6 |
| 511 | ROCK VALLEY | 4.4 | 4.6 | 4.8 | 4.9 | 4.6 | 4.6 |
| 518 | SANDBURG | 5.2 | 6.0 | | 5.8 | 6.0 | 6.0 |
| 506 | SAUK VALLEY | 2.8 | 3.8 | 3.6 | 3.4 | 6.8 | 4.1 |
| 531 | SHAWNEE | 5.8 | 6.1 | 9.4 | | 8.8 | 7.8 |
| 510 | SOUTH SUBURBAN | 5.0 | 5.0 | | 5.0 | | 5.0 |
| 533 | SOUTHEASTERN | 3.8 | | 3.3 | 5.5 | 5.7 | 4.0 |
| 534 | SPOON RIVER | 5.2 | 6.2 | | 4.4 | 5.2 | 4.2 |
| 601 | STATE COMM. COLL. | 0.0 | 3.0 | | | 3.0 | 3.0 |
| 504 | TRITON | 5.0 | 6.0 | | 7.5 | | 5.9 |
| 516 | WAUBONSEE | 6.3 | 5.4 | | 5.1 | | 5.5 |
| 539 | WOOD | 3.0 | 3.0 | 3.0 | | 3.0 | 3.0 |
| | AVERAGES | 6.2 % | 5.2 % | 3.6 % | 5.8 % | 7.6 % | 6.7 |

DNA = Data Not Available
-- = Not Applicable

Section XI

## FISCAL YEAR 1993 AVERAGE TOTAL SALARY ACTUALLY PAID AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 23 compares the contractual base salaries reported for fiscal year 1993 and the average total salaries paid to full-time faculty in fiscal year 1993. The fiscal year 1993 average total salary actually paid salaries include all overloads and compensation for extra assignments paid to full-time faculty from July 1, 1992 to June 30, 1993.

The state average total fiscal year salary paid to faculty in fiscal year 1993 for those districts reporting data is $3,699 more than the state average academic year (9 months) contractual salary for full-time teaching faculty in fiscal year 1993. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 24 contains the fiscal year 1993 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

Illinois Community College Board

Table 23

A COMPARISON OF FISCAL YEAR 1993 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 1993 AVERAGE TOTAL SALARY ACTUALLY PAID

| | | FY 1993 Full-time Average Faculty Contractual Base Salary | FY 1993 Full-time Average Faculty Total Salary | Dollar Difference | Percent Difference |
|---|---|---|---|---|---|
| 522 | BELLEVILLE | $44,692 | 55,841 | $11,149 | 24.9% |
| 503 | BLACK HAWK | 39,398 | 40,433 | 1,035 | 2.6% |
| 508 | CHICAGO | 50,027 | 53,776 | 3,749 | 7.5% |
| 507 | DANVILLE | 32,610 | 38,129 | 5,519 | 16.9% |
| 502 | DUPAGE | DNA | 57,294 | | |
| 509 | ELGIN | 49,824 | 57,772 | 7,948 | 16.0% |
| 512 | HARPER | 51,783 | 60,565 | 8,782 | 17.0% |
| 540 | HEARTLAND | 34,325 | 31,250 | (3,075) | -- |
| 519 | HIGHLAND | 37,546 | 39,915 | 2,369 | 6.3% |
| 514 | ILLINOIS CENTRAL | 39,703 | 49,058 | 9,355 | 23.6% |
| 529 | ILLINOIS EASTERN | 30,486 | 39,256 | 8,770 | 28.8% |
| 513 | ILLINOIS VALLEY | 37,712 | 42,043 | 4,331 | 11.5% |
| 525 | JOLIET | 44,799 | 51,462 | 6,663 | 14.9% |
| 520 | KANKAKEE | 35,417 | 42,535 | 7,118 | 20.1% |
| 501 | KASKASKIA | 36,928 | 42,400 | 5,472 | 14.8% |
| 523 | KISHWAUKEE | 33,009 | 36,723 | 3,714 | 11.3% |
| 532 | LAKE COUNTY | 57,678 | 66,274 | 8,596 | 14.9% |
| 517 | LAKE LAND | 33,334 | 40,074 | 6,740 | 20.2% |
| 536 | LEWIS & CLARK | 41,174 | 45,977 | 4,803 | 11.7% |
| 526 | LINCOLN LAND | 43,964 | 49,186 | 5,222 | 11.9% |
| 530 | LOGAN | 38,666 | 44,733 | 6,067 | 15.7% |
| 528 | MC HENRY | 39,652 | 48,396 | 8,744 | 22.1% |
| 524 | MORAINE VALLEY | 44,061 | DNA | -- | -- |
| 527 | MORTON | 47,317 | 49,744 | 2,427 | 5.1% |
| 535 | OAKTON | 52,514 | 62,049 | 9,535 | 18.2% |
| 505 | PARKLAND | 41,486 | 47,253 | 5,767 | 13.9% |
| 515 | PRAIRIE STATE | 41,225 | 44,381 | 3,156 | 7.7% |
| 521 | REND LAKE | 34,739 | 40,772 | 6,033 | 17.4% |
| 537 | RICHLAND | 36,945 | 43,203 | 6,258 | 16.9% |
| 511 | ROCK VALLEY | 42,184 | 46,008 | 3,824 | 9.1% |
| 518 | SANDBURG | 33,184 | 37,175 | 3,991 | 12.0% |
| 506 | SAUK VALLEY | 35,299 | 39,616 | 4,317 | 12.2% |
| 531 | SHAWNEE | 32,789 | 36,752 | 3,963 | 12.1% |
| 510 | SOUTH SUBURBAN | 46,659 | 56,599 | 9,940 | 21.3% |
| 533 | SOUTHEASTERN | 32,562 | 38,921 | 6,359 | 19.5% |
| 534 | SPOON RIVER | 33,261 | 36,972 | 3,711 | 11.2% |
| 601 | STATE COMM. COLL. | 32,372 | 31,312 | (1,060) | -3.3% |
| 504 | TRITON | 49,028 | 59,050 | 10,022 | 20.4% |
| 516 | WAUBONSEE | 40,268 | 44,896 | 4,628 | 11.5% |
| 539 | WOOD | 23,776 | 28,819 | 5,043 | 21.2% |
| | TOTAL/AVERAGES | $44,146 | $47,845 | 3,699 | 8.4% |

DNA = Data Not Available

Illinois Community College Board

Table 24

FISCAL YEAR 1993 AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

| | | Administrative | Other Professional | Classified |
|---|---|---|---|---|
| 52201 | Belleville | 53,394 | 54,075 | 22,410 |
| 50301 | Black Hawk | 58,977 | 37,478 | 23,657 |
| 50800 | Chicago | 51,529 | 40,383 | 29,526 |
| 50701 | Danville | 47,701 | 26,856 | 17,648 |
| 50201 | DuPage | 72,143 | 61,719 | 28,722 |
| 50901 | Elgin | 61,935 | 58,907 | 27,047 |
| 51201 | Harper | 64,872 | 54,612 | DNA |
| 54001 | Heartland | 53,270 | 28,333 | 22,335 |
| 51901 | Highland | 47,349 | 23,514 | 17,088 |
| 51401 | Illinois Central | 59,516 | 45,555 | 23,979 |
| 52900 | Illinois Eastern | 41,420 | 29,548 | 19,660 |
| 51301 | Illinois Valley | 53,454 | 39,893 | 20,248 |
| 52501 | Joliet | 43,519 | 48,556 | 23,182 |
| 52001 | Kankakee | 49,411 | 24,119 | 18,286 |
| 50101 | Kaskaskia | 37,315 | 41,753 | 21,842 |
| 52301 | Kishwaukee | 55,637 | 32,443 | 17,683 |
| 53201 | Lake County | 58,949 | 62,132 | 23,349 |
| 51701 | Lake Land | 44,267 | 29,333 | 21,607 |
| 53601 | Lewis & Clark | 45,124 | 24,363 | 20,861 |
| 52601 | Lincoln Land | 48,478 | 50,971 | 21,791 |
| 53001 | Logan | 52,107 | 34,046 | 20,695 |
| 52801 | McHenry | 51,293 | 32,956 | 20,962 |
| 52401 | Moraine Valley | DNA | DNA | DNA |
| 52701 | Morton | 63,430 | 56,849 | 23,172 |
| 53501 | Oakton | 69,249 | 63,720 | 26,885 |
| 50501 | Parkland | 54,640 | 32,973 | 22,994 |
| 51501 | Prairie State | 41,698 | 51,679 | 19,996 |
| 52101 | Rend Lake | 47,842 | 25,992 | 21,195 |
| 53701 | Richland | 44,934 | 26,537 | 17,107 |
| 51101 | Rock Valley | 48,240 | 36,516 | 22,656 |
| 51801 | Sandburg | 45,696 | 23,658 | 17,569 |
| 50601 | Sauk Valley | 52,526 | 29,909 | 19,813 |
| 53101 | Shawnee | 42,596 | 29,801 | 17,387 |
| 51001 | South Suburban | 61,335 | 52,958 | 23,358 |
| 53301 | Southeastern | 44,997 | 33,300 | 16,816 |
| 53401 | Spoon River | 43,386 | 25,505 | 17,897 |
| 60101 | State Comm. College | 34,822 | 27,350 | 21,530 |
| 50401 | Triton | 58,329 | 43,857 | 24,262 |
| 51601 | Waubonsee | 52,508 | 46,987 | 24,033 |
| 53901 | Wood | 45,316 | 27,541 | 17,928 |
| | | 51,481 | 33,859 | 23,523 |

DNA = Data Not Available

Section XII

## STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES AND AVERAGE ANNUAL CONTRACTUAL PERCENTAGE INCREASES IN ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEARS 1990 TO 1994

Table 25 contains statewide average annual contractual salaries for Illinois public community college faculty (9 and 12 month), administrators (12 month), and other (nonteaching) professionals (9 and 12 month) for the last five fiscal years. Table 26 presents five years' worth of statewide average annual contractual salary percentage increase data for the same employee groups. Please be advised that analysis of these data are problematic because all colleges, due to negotiations or unforeseen problems, do not submit salary survey data every year.

Illinois Community College Board

Table 25

STATEWIDE AVERAGE CONTRACTUAL SALARIES FOR
FACULTY, ADMINISTRATORS, AND OTHER (NONTEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 1990 TO 1994*

| | FY 1990 | FY 1991 | FY 1992 | FY 1993 | FY 1994 |
|---|---|---|---|---|---|
| Faculty (9 Month) | $38,124 | $40,434 | $42,958 | $44,065 | $45,817 |
| Faculty (12 Month) | $34,783 | $36,381 | $37,320 | $38,199 | $33,693 |
| Administrators (12 Month) | $43,881 | $44,925 | $49,884 | $50,801 | $53,469 |
| Other Professionals (9 Month) | $35,466 | $39,887 | $40,726 | $41,782 | $44,615 |
| Other Professionals (12 Month) | $27,024 | $27,622 | $28,492 | $29,715 | $30,696 |

Table 26

STATEWIDE AVERAGE PERCENTAGE INCREASE IN
CONTRACTUAL SALARIES FOR CONTINUING FACULTY, ADMINISTRATORS,
AND OTHER (NONTEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 1990 TO 1994*

| | FY 1990 | FY 1991 | FY 1992 | FY 1993 | FY 1994 |
|---|---|---|---|---|---|
| Faculty (9 Month) | 6.7% | 6.9% | 7.1% | 5.8% | 5.2% |
| Faculty (12 Month) | 6.7% | 6.6% | 5.8% | 4.3% | 3.6% |
| Administrators (12 Month) | 6.6% | 6.7% | 6.4% | 5.2% | 6.2% |
| Other Professionals (9 Month) | 6.7% | 6.0% | 7.9% | 5.7% | 5.8% |
| Other Professionals (12 Month) | 6.7% | 7.0% | 6.9% | 6.3% | 7.6% |

*Due principally to extensive negotiations, not all colleges submitted salary survey data for every year reported in this table.

SOURCE OF DATA: Fall 1989 to Fall 1993 ICCB Salary Survey Reports